

**BEFORE THE PUBLIC UTILITIES COMMISSION  
OF THE STATE OF HAWAII**

In the Matter of the Application of	)	
	)	
HAWAII ELECTRIC LIGHT COMPANY, INC.	)	Docket No. 05-0315
	)	
For Approval of Rate Increases and	)	
Revised Rate Schedules and Rules.	)	
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**HELCO  
VOLUMINOUS RESPONSES TO  
CONSUMER ADVOCATE  
INFORMATION REQUESTS**

**BOOK 11 OF 15**

**January 12, 2007**



CA-IR-111

**Ref: T-9, pages 84-86, & HELCO-WP-918 (Standard Labor Rates).**

The referenced testimony generally discusses the use of standard labor rates by HELCO, while HELCO-WP-918 calculates an overtime related adjustment to the standard labor rates. Please provide the following:

- a. Please provide a listing of the standard labor rates, by labor class, input into Pillar for purposes of preparing the 2006 budget.
- b. Are the standard labor rates, by labor class, used by the Company in preparing the 2006 test year forecast different from the standard labor rates input into Pillar for preparing the 2006 budget?
  1. If so, please provide a listing of the standard labor rates, by labor class, input into Pillar for purposes of preparing the 2006 test year forecast.
  2. Please identify and describe the various changes between the standard labor rates used for 2006 general budgeting purposes and 2006 rate case test year purposes.
- c. Please provide a listing of the standard labor rates, by labor class, actually used by HELCO in calendar 2005.
- d. Please confirm that the standard labor rates used for 2006 test year purposes were based on labor hours and payroll dollars for calendar year 2004, which then were adjusted to reflect changes in wage rates and overtime levels through 2006. If this cannot be confirmed, please explain.
- e. Referring to subpart (d) above, please provide a copy of the source documentation supporting the 2004 labor hours and payroll dollars, by labor class.

**HELCO Response:**

- a. The information requested is attached on page 3.
- b. The standard labor rates, by labor class used in preparing the 2006 test year are the same as used in preparing the 2006 budget.
  1. Not applicable.
  2. Not applicable
- c. The information requested is attached on page 4.
- d. The standard labor rates used in the 2006 test year for bargaining unit personnel were based

on the labor hours and dollars for calendar year 2004 adjusted to reflect changes in wage rates and overtime levels through 2006. For merit employees, only the payroll dollars for calendar year 2004 were used to calculate the standard labor rates for 2006. The labor hours used to calculate the standard labor rates were the labor hours as inputted into the Pillar budgeting system for 2006.

- e. The requested information is voluminous and is available for inspection at HECO's Regulatory Affairs Division office, Suite 1301, Central Pacific Plaza, 220 South King Street, Honolulu, Hawaii. Please contact Dean Matsuura at 543-4622 to make arrangements to inspect the requested information.



**Hawaii Electric Light Company, Inc.**  
**Standard Labor Rates - 2006**

<u>Labor Class</u>	<u>Rate</u>
__BUOC Prod Rate	24.90
__BUTC Prod Rate	37.30
__E Prod Rate	43.14
__EXEC Prod Rate	78.58
__FS Prod Rate	36.89
__I Prod Rate	20.86
__TC Prod Rate	28.56
__TCS Prod Rate	33.09
D_CREW Prod Rate	34.83
D_CSM Prod Rate	23.95
D_INSPE Prod Rate	34.53
D_MAP Prod Rate	20.72
D_TECHCREW Prod Rate	29.30
D_WAREH Prod Rate	27.39
G_ELEAC Prod Rate	38.01
G_MECHN Prod Rate	35.31
G_WASTW Prod Rate	0.00
W_CD Prod Rate	21.83
W_COMP Prod Rate	30.46
W_CP Prod Rate	29.33
W_DP Prod Rate	29.30
W_ENG Prod Rate	26.51
W_JCP Prod Rate	23.14
W_MAP Prod Rate	20.72
W_PA Prod Rate	21.35
W_RH Prod Rate	23.84
W_SCD Prod Rate	31.55
W_SCP Prod Rate	33.87
W_TT Prod Rate	33.35

**Hawaii Electric Light Company, Inc.**  
**Standard Labor Rates - Used In 2005**

<u>Labor Class</u>	<u>Rate</u>
__BUOC Prod Rate	20.09
__BUTC Prod Rate	21.51
__E Prod Rate	36.03
__EXEC Prod Rate	70.22
__FS Prod Rate	25.28
__I Prod Rate	16.25
__TC Prod Rate	29.00
__TCS Prod Rate	32.37
D_CREW Prod Rate	24.72
D_CSM Prod Rate	19.58
D_INSPE Prod Rate	31.89
D_MAP Prod Rate	15.18
D_TECHCREW Prod Rate	28.41
D_WAREH Prod Rate	20.94
G_ELEAC Prod Rate	23.75
G_MECHN Prod Rate	26.54
G_WASTW Prod Rate	31.18
W_CD Prod Rate	27.41
W_COMP Prod Rate	28.78
W_CP Prod Rate	26.34
W_DP Prod Rate	30.11
W_ENG Prod Rate	31.11
W_JCP Prod Rate	23.24
W_MAP Prod Rate	15.18
W_PA Prod Rate	17.22
W_RH Prod Rate	21.67
W_SCD Prod Rate	23.79
W_SCP Prod Rate	28.93
W_SDP Prod Rate	30.11
W_TT Prod Rate	30.77

EMPLOYEE ID	EMP DT	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030179	HAP	BUOC	REGULAR EARNINGS	44,066.74	1,752.0	1,752.0	1,752.0
0000030179	HAP	BUOC	1.5	9.42	0.3	0.3	0.3
0000030180	HAS	BUOC	REGULAR EARNINGS	47,349.91	1,726.5	1,726.5	1,726.5
0000030180	HAS	BUOC	Penalty @ .5X	6.84	0.5	0.0	0.0
0000030180	HAS	BUOC	1.5	268.68	6.5	0.0	0.0
0000030180	HAS	BUOC	Meals	228.00	19.0	0.0	0.0
0000030180	HAS	BUOC	1.5	2,331.28	56.5	56.5	56.5
0000030188	HAC	BUOC	REGULAR EARNINGS	44,703.05	1,668.0	1,668.0	1,668.0
0000030188	HAC	BUOC	Exempt	321.78	12.0	0.0	0.0
0000030188	HAC	BUOC	1.5	40.12	1.0	0.0	0.0
0000030188	HAC	BUOC	Meals	48.00	4.0	0.0	0.0
0000030188	HAC	BUOC	1.5	241.78	6.0	6.0	6.0
0000030188	HAC	BUOC	Scheduled OT @ 1.5x	331.03	8.3	8.3	8.3
0000030218	HWA	BUOC	REGULAR EARNINGS	45,155.93	1,684.5	1,684.5	1,684.5
0000030218	HWA	BUOC	1.5	60.19	1.5	1.5	1.5
0000030218	HWA	BUOC	Scheduled OT @ 1.5x	321.00	8.0	8.0	8.0
0000030220	HWA	BUOC	REGULAR EARNINGS	53,952.23	1,765.0	1,765.0	1,765.0
0000030220	HWA	BUOC	1.5	11.44	0.3	0.3	0.3
0000030220	HWA	BUOC	Scheduled OT @ 1.5x	183.06	4.0	4.0	4.0
0000030250	HGA	BUOC	REGULAR EARNINGS	44,106.15	1,753.5	1,753.5	1,753.5
0000030250	HGA	BUOC	Penalty @ .5X	50.22	4.0	0.0	0.0
0000030250	HGA	BUOC	1.5	189.15	5.0	0.0	0.0
0000030250	HGA	BUOC	2.0	50.59	1.0	0.0	0.0
0000030250	HGA	BUOC	Meals	336.00	28.0	0.0	0.0
0000030250	HGA	BUOC	TIME	25.12	1.0	1.0	1.0
0000030250	HGA	BUOC	1.5	6,799.97	179.8	179.8	179.8
0000030250	HGA	BUOC	2.0	4,538.28	90.3	90.3	90.3
0000030258	HAR	BUOC	REGULAR EARNINGS	47,797.52	1,743.0	1,743.0	1,743.0
0000030258	HAR	BUOC	1.5	41.06	1.0	0.0	0.0
0000030258	HAR	BUOC	Meals	48.00	4.0	0.0	0.0
0000030258	HAR	BUOC	Call-out OT @ 1.5	82.11	2.0	2.0	2.0
0000030258	HAR	BUOC	1.5	2,211.82	53.8	53.8	53.8
0000030300	HAS	BUOC	REGULAR EARNINGS	40,309.92	1,626.3	1,626.3	1,626.3
0000030300	HAS	BUOC	REGULAR EARNINGS	750.80	1.0	1.0	1.0
0000030300	HAS	BUOC	1.5	168.59	4.5	4.5	4.5
0000030315	HAR	BUOC	Difference	210.01	251.5	0.0	0.0
0000030315	HAR	BUOC	Difference	(96.98)	90.3	0.0	0.0
0000030315	HAR	BUOC	REGULAR EARNINGS	17,786.30	797.0	797.0	797.0
0000030315	HAR	BUOC	REGULAR EARNINGS	83.74	94.5	94.5	0.0
0000030315	HAR	BUOC	1.5	16.76	0.5	0.0	0.0
0000030315	HAR	BUOC	Meals	96.00	8.0	0.0	0.0
0000030315	HAR	BUOC	Call-out OT @ 1.5	83.81	2.5	2.5	2.5
0000030315	HAR	BUOC	1.5	1,521.89	45.4	45.4	45.4
0000030315	HAR	BUOC	1.5	3.71	2.3	2.3	0.0
0000030315	HAR	BUOC	Scheduled OT @ 1.5x	268.20	8.0	8.0	8.0
0000030315	HAR	BUOC	Scheduled OT @ 2.0x	37.25	0.8	0.8	0.8
0000030315	HAR	BUOC	Difference	1,286.11	1,092.2	0.0	0.0
0000030315	HAR	BUOC	REGULAR EARNINGS	21,630.64	1,016.0	1,016.0	1,016.0
0000030315	HAR	BUOC	1.5	239.54	7.5	0.0	0.0
0000030315	HAR	BUOC	Meals	252.00	21.0	0.0	0.0
0000030315	HAR	BUOC	1.5	3,079.07	96.4	96.4	96.4

EMPLOYEE ID	EMP DT	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030318	HDR	BUOC	Difference	94.01	82.0	0.0	0.0
0000030318	HDR	BUOC	REGULAR EARNINGS	41,682.75	1,741.8	1,741.8	1,741.8
0000030318	HDR	BUOC	Penalty @ .5X	2,176.87	181.6	0.0	0.0
0000030318	HDR	BUOC	Meals	1,008.00	84.0	0.0	0.0
0000030318	HDR	BUOC	Shift 2- Afternoon	108.80	128.0	0.0	0.0
0000030318	HDR	BUOC	Shift 3-Midnight	56.16	56.0	0.0	0.0
0000030318	HDR	BUOC	Shift 4-Sunday Day	64.32	56.0	0.0	0.0
0000030318	HDR	BUOC	Afternoon	47.76	24.0	0.0	0.0
0000030318	HDR	BUOC	Shift 6-Sunday Night	34.48	16.0	0.0	0.0
0000030318	HDR	BUOC	Shift 2 @ OT	35.41	27.8	0.0	0.0
0000030318	HDR	BUOC	Shift 3 @ OT	66.29	43.9	0.0	0.0
0000030318	HDR	BUOC	Shift 4 @ OT	20.88	12.0	0.0	0.0
0000030318	HDR	BUOC	Shift 5 @ OT	23.11	7.7	0.0	0.0
0000030318	HDR	BUOC	Shift 6 @ OT	51.90	16.2	0.0	0.0
0000030318	HDR	BUOC	Shift 2 @ DT	4.68	2.8	0.0	0.0
0000030318	HDR	BUOC	Shift 3 @ DT	40.57	20.2	0.0	0.0
0000030318	HDR	BUOC	Shift 4 @ DT	5.22	2.3	0.0	0.0
0000030318	HDR	BUOC	Shift 5 @ DT	55.72	14.0	0.0	0.0
0000030318	HDR	BUOC	Shift 6 @ DT	7.99	1.9	0.0	0.0
0000030318	HDR	BUOC	Shift 2 @ .5X	1.17	2.8	0.0	0.0
0000030318	HDR	BUOC	Shift 3 @ .5X	9.91	19.8	0.0	0.0
0000030318	HDR	BUOC	Shift 6 @ .5X	12.84	12.0	0.0	0.0
0000030318	HDR	BUOC	Call-out OT @ 1.5	5,594.17	155.7	155.7	155.7
0000030318	HDR	BUOC	Call-out OT @ 2.0x	3,088.78	64.4	64.4	64.4
0000030318	HDR	BUOC	1.5	6,757.55	188.0	188.0	188.0
0000030318	HDR	BUOC	2.0	1,306.74	27.3	27.3	27.3
0000030318	HDR	BUOC	Scheduled OT @ 1.5x	4,024.08	112.0	112.0	112.0
0000030318	HDR	BUOC	Scheduled OT @ 2.0x	410.38	8.5	8.5	8.5
0000030320	HAS	BUOC	Difference	417.29	322.1	0.0	0.0
0000030320	HAS	BUOC	REGULAR EARNINGS	45,533.11	1,809.8	1,809.8	1,809.8
0000030320	HAS	BUOC	1.5	37.66	1.0	0.0	0.0
0000030320	HAS	BUOC	Meals	60.00	5.0	0.0	0.0
0000030320	HAS	BUOC	1.5	971.55	25.8	25.8	25.8
0000030331	HAK	BUOC	Difference	2,817.82	2,096.1	0.0	0.0
0000030331	HAK	BUOC	REGULAR EARNINGS	42,537.04	1,692.6	1,692.6	1,692.6
0000030331	HAK	BUOC	1.5	1,017.10	27.0	27.0	27.0
0000030331	HAK	BUOC	2.0	133.92	2.7	2.7	2.7
0000030331	HAK	BUOC	Scheduled OT @ 1.5x	414.32	11.0	11.0	11.0
0000030331	HAK	BUOC	Scheduled OT @ 2.0x	2,611.45	52.0	52.0	52.0
0000030332	HAS	BUOC	REGULAR EARNINGS	9,208.30	490.3	490.3	490.3
0000030332	HAS	BUOC	2.0	19.81	0.5	0.0	0.0
0000030332	HAS	BUOC	Meals	24.00	2.0	0.0	0.0
0000030332	HAS	BUOC	TIME	9.44	0.5	0.5	0.5
0000030332	HAS	BUOC	1.5	344.63	12.0	12.0	12.0
0000030332	HAS	BUOC	2.0	79.24	2.0	2.0	2.0
0000030332	HWA	BUOC	REGULAR EARNINGS	22,687.37	1,290.5	1,290.5	1,290.5
0000030333	HAK	BUOC	Difference	191.96	149.3	0.0	0.0
0000030333	HAK	BUOC	REGULAR EARNINGS	43,134.25	1,714.8	1,714.8	1,714.8
0000030333	HAK	BUOC	Meals	12.00	1.0	0.0	0.0
0000030333	HAK	BUOC	1.5	814.20	21.6	21.6	21.6
0000030333	HAK	BUOC	Scheduled OT @ 2.0x	966.74	19.3	19.3	19.3

EMPLOYEE ID	EMP ID	LAB COST CLASS	TNAME_A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030335	HWA	BUOC	Difference	2,586.18	512.0	0.0	0.0
0000030335	HWA	BUOC	REGULAR EARNINGS	31,626.52	1,799.7	1,799.7	1,799.7
0000030335	HWA	BUOC	1.5	26.31	1.0	0.0	0.0
0000030335	HWA	BUOC	2.0	35.08	1.0	0.0	0.0
0000030335	HWA	BUOC	Meals	48.00	4.0	0.0	0.0
0000030335	HWA	BUOC	Call-out OT @ 1.5	105.24	4.0	4.0	4.0
0000030335	HWA	BUOC	Call-out OT @ 2.0x	140.32	4.0	4.0	4.0
0000030335	HWA	BUOC	1.5	210.48	8.0	8.0	8.0
0000030335	HWA	BUOC	2.0	17.54	0.5	0.5	0.5
0000030335	HWA	BUOC	Scheduled OT @ 1.5x	236.79	9.0	9.0	9.0
0000030861	HDR	BUOC	Difference	4,151.67	1,449.1	0.0	0.0
0000030861	HDR	BUOC	REGULAR EARNINGS	45,720.67	1,705.0	1,705.0	1,705.0
0000030861	HDR	BUOC	Penalty @ .5X	127.27	9.5	0.0	0.0
0000030861	HDR	BUOC	1.5	261.68	6.5	0.0	0.0
0000030861	HDR	BUOC	2.0	510.93	9.5	0.0	0.0
0000030861	HDR	BUOC	Meals	468.00	39.0	0.0	0.0
0000030861	HDR	BUOC	Call-out OT @ 1.5	818.11	20.3	20.3	20.3
0000030861	HDR	BUOC	Call-out OT @ 2.0x	2,434.25	45.5	45.5	45.5
0000030861	HDR	BUOC	1.5	4,608.59	114.1	114.1	114.1
0000030861	HDR	BUOC	2.0	856.00	16.0	16.0	16.0
0000030871	HAR	BUOC	REGULAR EARNINGS	2,711.88	108.0	108.0	108.0
0000030871	HAR	BUOC	1.5	94.17	2.5	2.5	2.5
0000030894	HAR	BUOC	REGULAR EARNINGS	42,126.88	1,571.3	1,571.3	1,571.3
0000030894	HAR	BUOC	Meals	12.00	1.0	0.0	0.0
0000030894	HAR	BUOC	TIME	13.38	0.5	0.5	0.5
0000030894	HAR	BUOC	1.5	2,885.65	71.9	71.9	71.9
0000030897	HWA	BUOC	REGULAR EARNINGS	46,010.87	1,717.0	1,717.0	1,717.0
0000030897	HWA	BUOC	1.5	40.12	1.0	0.0	0.0
0000030897	HWA	BUOC	2.0	187.25	3.5	0.0	0.0
0000030897	HWA	BUOC	Meals	108.00	9.0	0.0	0.0
0000030897	HWA	BUOC	Call-out OT @ 1.5	481.50	12.0	12.0	12.0
0000030897	HWA	BUOC	Call-out OT @ 2.0x	1,078.92	20.2	20.2	20.2
0000030897	HWA	BUOC	1.5	8,501.70	211.5	211.5	211.5
0000030897	HWA	BUOC	2.0	240.75	4.5	4.5	4.5
0000030897	HWA	BUOC	Scheduled OT @ 1.5x	361.13	9.0	9.0	9.0
0000030912	HDC	BUOC	REGULAR EARNINGS	32,891.72	1,459.5	1,459.5	1,459.5
0000030912	HDC	BUOC	Penalty @ .5X	95.64	8.5	0.0	0.0
0000030912	HDC	BUOC	1.5	16.88	0.5	0.0	0.0
0000030912	HDC	BUOC	2.0	225.00	5.0	0.0	0.0
0000030912	HDC	BUOC	Meals	144.00	12.0	0.0	0.0
0000030912	HDC	BUOC	Call-out OT @ 1.5	135.00	4.0	4.0	4.0
0000030912	HDC	BUOC	Call-out OT @ 2.0x	1,597.50	35.5	35.5	35.5
0000030912	HDC	BUOC	TIME	22.50	1.0	1.0	1.0
0000030912	HDC	BUOC	1.5	371.26	11.0	11.0	11.0
0000030912	HDC	BUOC	2.0	67.50	1.5	1.5	1.5
0000030917	HWK	BUOC	REGULAR EARNINGS	45,336.30	1,801.8	1,801.8	1,801.8
0000030917	HWK	BUOC	1.5	144.86	3.8	3.8	3.8
0000030918	HAS	BUOC	Difference	710.49	538.5	0.0	0.0
0000030918	HAS	BUOC	REGULAR EARNINGS	42,417.06	1,685.8	1,685.8	1,685.8
0000030918	HAS	BUOC	1.5	94.43	2.5	0.0	0.0
0000030918	HAS	BUOC	Meals	168.00	14.0	0.0	0.0

EMPLOYEE	EMP ID	LAB COST CLASS	NAME	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030918	HAS	BUOC	1.5	2,802.74	74.3	74.3	74.3
0000030933	HWA	BUOC	Difference	476.80	240.0	0.0	0.0
0000030933	HWA	BUOC	REGULAR EARNINGS	43,904.28	1,745.0	1,745.0	1,745.0
0000030933	HWA	BUOC	2.0	50.22	1.0	0.0	0.0
0000030933	HWA	BUOC	Meals	36.00	3.0	0.0	0.0
0000030933	HWA	BUOC	Call-out OT @ 1.5	150.66	4.0	4.0	4.0
0000030933	HWA	BUOC	Call-out OT @ 2.0x	389.21	7.8	7.8	7.8
0000030933	HWA	BUOC	1.5	37.67	1.0	1.0	1.0
0000030933	HWA	BUOC	Scheduled OT @ 1.5x	150.66	4.0	4.0	4.0
0000030935	HAC	BUOC	Difference	1,425.92	480.5	0.0	0.0
0000030935	HAC	BUOC	REGULAR EARNINGS	33,701.52	1,790.0	1,790.0	1,790.0
0000030935	HAC	BUOC	1.5	14.15	0.5	0.0	0.0
0000030935	HAC	BUOC	Meals	12.00	1.0	0.0	0.0
0000030935	HAC	BUOC	1.5	70.97	2.5	2.5	2.5
0000030959	HAC	BUOC	Difference	668.19	309.5	0.0	0.0
0000030959	HAC	BUOC	REGULAR EARNINGS	39,314.83	1,768.8	1,768.8	1,768.8
0000030959	HAC	BUOC	1.5	17.25	0.5	0.0	0.0
0000030959	HAC	BUOC	Meals	36.00	3.0	0.0	0.0
0000030959	HAC	BUOC	1.5	392.76	11.4	11.4	11.4
0000030961	HWA	BUOC	Difference	230.35	225.0	0.0	0.0
0000030961	HWA	BUOC	REGULAR EARNINGS	35,621.14	1,776.0	1,776.0	1,776.0
0000030961	HWA	BUOC	1.5	30.04	1.0	0.0	0.0
0000030961	HWA	BUOC	2.0	80.08	2.0	0.0	0.0
0000030961	HWA	BUOC	Meals	72.00	6.0	0.0	0.0
0000030961	HWA	BUOC	Call-out OT @ 1.5	240.24	8.0	8.0	8.0
0000030961	HWA	BUOC	Call-out OT @ 2.0x	720.72	18.0	18.0	18.0
0000030961	HWA	BUOC	1.5	458.62	15.3	15.3	15.3
0000030961	HWA	BUOC	Scheduled OT @ 1.5x	270.27	9.0	9.0	9.0
0000030983	HAR	BUOC	Difference	1,498.04	1,055.8	0.0	0.0
0000030983	HAR	BUOC	REGULAR EARNINGS	35,966.86	1,595.0	1,595.0	1,595.0
0000030983	HAR	BUOC	Penalty @ .5X	3.75	0.3	0.0	0.0
0000030983	HAR	BUOC	1.5	67.75	2.0	0.0	0.0
0000030983	HAR	BUOC	2.0	22.50	0.5	0.0	0.0
0000030983	HAR	BUOC	Meals	132.00	11.0	0.0	0.0
0000030983	HAR	BUOC	Call-out OT @ 1.5	68.46	2.0	2.0	2.0
0000030983	HAR	BUOC	1.5	2,599.16	76.7	76.7	76.7
0000030983	HAR	BUOC	Difference	241.39	180.4	0.0	0.0
0000030983	HAR	BUOC	REGULAR EARNINGS	4,792.50	213.0	213.0	213.0
0000030983	HAR	BUOC	1.5	16.88	0.5	0.0	0.0
0000030983	HAR	BUOC	Meals	12.00	1.0	0.0	0.0
0000030983	HAR	BUOC	1.5	506.24	15.0	15.0	15.0
0000031002	HAS	BUOC	REGULAR EARNINGS	44,001.36	1,749.8	1,749.8	1,749.8
0000031002	HAS	BUOC	TIME	12.56	0.5	0.5	0.5
0000031002	HAS	BUOC	1.5	141.25	3.8	3.8	3.8
0000031028	HAR	BUOC	REGULAR EARNINGS	8,120.35	367.5	367.5	367.5
0000031028	HAR	BUOC	REGULAR EARNINGS	95.92	96.0	96.0	0.0
0000031028	HAR	BUOC	1.5	582.72	17.5	17.5	17.5
0000031028	HAR	BUOC	1.5	3.96	2.5	2.5	0.0
0000031028	HAR	BUOC	REGULAR EARNINGS	19,075.84	896.0	896.0	896.0
0000031028	HAR	BUOC	1.5	194.27	6.1	6.1	6.1
0000031029	HDR	BUOC	Adjustment-HEIRS	0.17	1.0	0.0	0.0

EMPLOYEE	EMP ID	LAB CLASS	NAME	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000031029	HDR	BUOC	REGULAR EARNINGS	40,116.88	1,678.0	1,678.0	1,678.0
0000031029	HDR	BUOC	Penalty @ .5X	615.93	51.5	0.0	0.0
0000031029	HDR	BUOC	Meals	480.00	40.0	0.0	0.0
0000031029	HDR	BUOC	Shift 2- Afternoon	353.76	416.0	0.0	0.0
0000031029	HDR	BUOC	Shift 3-Midnight	564.56	564.0	0.0	0.0
0000031029	HDR	BUOC	Shift 4-Sunday Day	100.48	88.0	0.0	0.0
0000031029	HDR	BUOC	Afternoon	127.36	64.0	0.0	0.0
0000031029	HDR	BUOC	Shift 6-Sunday Night	201.40	94.0	0.0	0.0
0000031029	HDR	BUOC	Shift 2 @ OT	119.62	93.5	0.0	0.0
0000031029	HDR	BUOC	Shift 3 @ OT	140.95	93.8	0.0	0.0
0000031029	HDR	BUOC	Shift 4 @ OT	6.96	4.0	0.0	0.0
0000031029	HDR	BUOC	Shift 5 @ OT	52.24	17.5	0.0	0.0
0000031029	HDR	BUOC	Shift 6 @ OT	0.82	0.3	0.0	0.0
0000031029	HDR	BUOC	Shift 2 @ DT	31.63	18.5	0.0	0.0
0000031029	HDR	BUOC	Shift 3 @ DT	32.52	16.3	0.0	0.0
0000031029	HDR	BUOC	Shift 4 @ DT	2.32	1.0	0.0	0.0
0000031029	HDR	BUOC	Shift 5 @ DT	23.88	6.0	0.0	0.0
0000031029	HDR	BUOC	Shift 2 @ .5X	5.32	12.5	0.0	0.0
0000031029	HDR	BUOC	Shift 3 @ .5X	12.03	24.0	0.0	0.0
0000031029	HDR	BUOC	Shift 5 @ .5X	3.49	3.5	0.0	0.0
0000031029	HDR	BUOC	Call-out OT @ 1.5	3,305.64	92.0	92.0	92.0
0000031029	HDR	BUOC	Call-out OT @ 2.0x	2,367.52	49.5	49.5	49.5
0000031029	HDR	BUOC	1.5	3,284.93	91.5	91.5	91.5
0000031029	HDR	BUOC	2.0	921.25	19.3	19.3	19.3
0000031029	HDR	BUOC	Scheduled OT @ 1.5x	3,737.52	104.0	104.0	104.0
0000031029	HDR	BUOC	Scheduled OT @ 2.0x	24.22	0.5	0.5	0.5
0000031034	HAK	BUOC	Difference	1,949.53	713.9	0.0	0.0
0000031034	HAK	BUOC	REGULAR EARNINGS	45,370.67	1,692.8	1,692.8	1,692.8
0000031034	HAK	BUOC	Penalty @ .5X	47.93	3.6	0.0	0.0
0000031034	HAK	BUOC	Penalty @ 1.0X	13.57	0.5	0.0	0.0
0000031034	HAK	BUOC	1.5	101.19	2.5	0.0	0.0
0000031034	HAK	BUOC	Meals	132.00	11.0	0.0	0.0
0000031034	HAK	BUOC	TIME	26.95	1.0	1.0	1.0
0000031034	HAK	BUOC	1.5	3,395.86	84.3	84.3	84.3
0000031034	HAK	BUOC	2.0	142.67	2.7	2.7	2.7
0000031034	HAK	BUOC	Scheduled OT @ 2.0x	3,352.12	62.6	62.6	62.6
0000031035	HAS	BUOC	REGULAR EARNINGS	7,534.80	483.0	483.0	483.0
0000031035	HAS	BUOC	1.5	11.70	0.5	0.0	0.0
0000031035	HAS	BUOC	Meals	36.00	3.0	0.0	0.0
0000031035	HAS	BUOC	1.5	280.80	12.0	12.0	12.0
0000031035	HAS	BUOC	REGULAR EARNINGS	4,011.39	403.8	403.8	403.8
0000031035	HWA	BUOC	REGULAR EARNINGS	9,880.35	827.5	827.5	827.5
0000031035	HWA	BUOC	Penalty @ .5X	2.99	0.5	0.0	0.0
0000031035	HWA	BUOC	1.5	17.92	1.0	0.0	0.0
0000031035	HWA	BUOC	2.0	59.70	2.5	0.0	0.0
0000031035	HWA	BUOC	Meals	84.00	7.0	0.0	0.0
0000031035	HWA	BUOC	Call-out OT @ 1.5	143.28	8.0	8.0	8.0
0000031035	HWA	BUOC	Call-out OT @ 2.0x	244.77	10.3	10.3	10.3
0000031035	HWA	BUOC	1.5	223.88	12.5	12.5	12.5
0000031035	HWA	BUOC	2.0	113.43	4.8	4.8	4.8
0000031035	HWA	BUOC	Scheduled OT @ 1.5x	89.55	5.0	5.0	5.0

EMPLOYEE	EMP-DI	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000033302	HAK	BUOC	REGULAR EARNINGS	43,206.23	1,717.2	1,717.2	1,717.2
0000033302	HAK	BUOC	Meals	12.00	1.0	0.0	0.0
0000033302	HAK	BUOC	1.5	2,787.12	73.8	73.8	73.8
0000033302	HAK	BUOC	Scheduled OT @ 2.0x	1,375.64	27.3	27.3	27.3
0000033453	HAS	BUOC	Difference	1,009.03	361.0	0.0	0.0
0000033453	HAS	BUOC	REGULAR EARNINGS	21,448.31	1,080.3	1,080.3	1,080.3
0000033453	HAS	BUOC	1.5	213.77	7.2	7.2	7.2
0000033456	HAR	BUOC	REGULAR EARNINGS	24,478.40	1,430.0	1,430.0	1,430.0
0000033456	HAR	BUOC	Penalty @.5X	184.86	21.5	0.0	0.0
0000033456	HAR	BUOC	1.5	27.83	1.0	0.0	0.0
0000033456	HAR	BUOC	Meals	48.00	4.0	0.0	0.0
0000033456	HAR	BUOC	TIME	386.42	22.5	22.5	22.5
0000033456	HAR	BUOC	1.5	525.25	20.5	20.5	20.5
0000033456	HAR	BUOC	Scheduled OT @ 1.5x	639.60	24.0	24.0	24.0
0000033815	HAR	BUOC	Difference	817.49	758.0	0.0	0.0
0000033815	HAR	BUOC	REGULAR EARNINGS	34,697.68	1,628.3	1,628.3	1,628.3
0000033815	HAR	BUOC	Penalty @.5X	42.81	4.0	0.0	0.0
0000033815	HAR	BUOC	1.5	48.37	1.5	0.0	0.0
0000033815	HAR	BUOC	Meals	72.00	6.0	0.0	0.0
0000033815	HAR	BUOC	TIME	85.63	4.0	4.0	4.0
0000033815	HAR	BUOC	1.5	1,318.02	41.3	41.3	41.3
0000033815	HAR	BUOC	Scheduled OT @ 1.5x	1,029.36	32.0	32.0	32.0
0000034100	HDR	BUOC	REGULAR EARNINGS	31,706.96	1,376.0	1,376.0	1,376.0
0000034100	HDR	BUOC	Penalty @.5X	113.35	10.0	0.0	0.0
0000034100	HDR	BUOC	Meals	372.00	31.0	0.0	0.0
0000034100	HDR	BUOC	Shift 2- Afternoon	350.20	412.0	0.0	0.0
0000034100	HDR	BUOC	Shift 3-Midnight	412.00	412.0	0.0	0.0
0000034100	HDR	BUOC	Shift 4-Sunday Day	91.20	80.0	0.0	0.0
0000034100	HDR	BUOC	Afternoon	143.28	72.0	0.0	0.0
0000034100	HDR	BUOC	Shift 6-Sunday Night	154.08	72.0	0.0	0.0
0000034100	HDR	BUOC	Shift 2 @ OT	78.12	61.3	0.0	0.0
0000034100	HDR	BUOC	Shift 3 @ OT	67.50	45.0	0.0	0.0
0000034100	HDR	BUOC	Shift 6 @ OT	12.84	4.0	0.0	0.0
0000034100	HDR	BUOC	Shift 2 @ DT	10.20	6.0	0.0	0.0
0000034100	HDR	BUOC	Shift 3 @ DT	2.50	1.3	0.0	0.0
0000034100	HDR	BUOC	Shift 6 @ DT	22.47	5.3	0.0	0.0
0000034100	HDR	BUOC	Shift 2 @.5X	2.55	6.0	0.0	0.0
0000034100	HDR	BUOC	Shift 3 @.5X	2.00	4.0	0.0	0.0
0000034100	HDR	BUOC	Call-out OT @ 1.5	1,231.44	36.0	36.0	36.0
0000034100	HDR	BUOC	Call-out OT @ 2.0x	1,658.69	36.6	36.6	36.6
0000034100	HDR	BUOC	1.5	1,612.19	47.3	47.3	47.3
0000034100	HDR	BUOC	2.0	419.41	9.3	9.3	9.3
0000034100	HDR	BUOC	Scheduled OT @ 1.5x	2,763.96	80.0	80.0	80.0
0000034100	HDR	BUOC	Scheduled OT @ 2.0x	181.36	4.0	4.0	4.0
0000034145	HDR	BUOC	Adjustment-HEIRS	2.08	1.0	0.0	0.0
0000034145	HDR	BUOC	REGULAR EARNINGS	41,787.28	1,848.0	1,848.0	1,848.0
0000034145	HDR	BUOC	Penalty @.5X	477.75	40.3	0.0	0.0
0000034145	HDR	BUOC	Meals	636.00	53.0	0.0	0.0
0000034145	HDR	BUOC	Shift 2- Afternoon	473.56	556.0	0.0	0.0
0000034145	HDR	BUOC	Shift 3-Midnight	617.28	616.0	0.0	0.0
0000034145	HDR	BUOC	Shift 4-Sunday Day	109.76	96.0	0.0	0.0



EMPLOYEE ID	EMP DT	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000034145	HDR	BUOC	Afternoon	191.04	96.0	0.0	0.0
0000034145	HDR	BUOC	Shift 6-Sunday Night	206.16	96.0	0.0	0.0
0000034145	HDR	BUOC	Shift 2 @ OT	88.86	69.5	0.0	0.0
0000034145	HDR	BUOC	Shift 3 @ OT	202.12	134.2	0.0	0.0
0000034145	HDR	BUOC	Shift 4 @ OT	23.07	13.4	0.0	0.0
0000034145	HDR	BUOC	Shift 5 @ OT	35.08	11.8	0.0	0.0
0000034145	HDR	BUOC	Shift 6 @ OT	63.00	19.5	0.0	0.0
0000034145	HDR	BUOC	Shift 2 @ DT	51.84	30.4	0.0	0.0
0000034145	HDR	BUOC	Shift 3 @ DT	20.96	10.4	0.0	0.0
0000034145	HDR	BUOC	Shift 4 @ DT	8.17	3.6	0.0	0.0
0000034145	HDR	BUOC	Shift 5 @ DT	63.68	16.0	0.0	0.0
0000034145	HDR	BUOC	Shift 6 @ DT	15.92	3.7	0.0	0.0
0000034145	HDR	BUOC	Shift 2 @ .5X	0.96	2.3	0.0	0.0
0000034145	HDR	BUOC	Shift 3 @ .5X	15.96	31.7	0.0	0.0
0000034145	HDR	BUOC	Shift 4 @ .5X	3.45	6.0	0.0	0.0
0000034145	HDR	BUOC	Call-out OT @ 1.5	3,529.04	101.9	101.9	101.9
0000034145	HDR	BUOC	Call-out OT @ 2.0x	2,600.94	56.1	56.1	56.1
0000034145	HDR	BUOC	1.5	4,619.65	135.2	135.2	135.2
0000034145	HDR	BUOC	2.0	886.68	19.9	19.9	19.9
0000034145	HDR	BUOC	Scheduled OT @ 1.5x	2,968.92	88.0	88.0	88.0
0000034145	HDR	BUOC	Scheduled OT @ 2.0x	371.37	7.7	7.7	7.7
0000034146	HDR	BUOC	Adjustment-HEIRS	1.70	1.0	0.0	0.0
0000034146	HDR	BUOC	REGULAR EARNINGS	40,452.56	1,792.0	1,792.0	1,792.0
0000034146	HDR	BUOC	Penalty @ .5X	368.60	31.8	0.0	0.0
0000034146	HDR	BUOC	Meals	636.00	53.0	0.0	0.0
0000034146	HDR	BUOC	Shift 2- Afternoon	550.44	644.0	0.0	0.0
0000034146	HDR	BUOC	Shift 3-Midnight	532.16	532.0	0.0	0.0
0000034146	HDR	BUOC	Shift 4-Sunday Day	91.20	80.0	0.0	0.0
0000034146	HDR	BUOC	Afternoon	159.84	80.0	0.0	0.0
0000034146	HDR	BUOC	Shift 6-Sunday Night	205.44	96.0	0.0	0.0
0000034146	HDR	BUOC	Shift 2 @ OT	131.05	101.8	0.0	0.0
0000034146	HDR	BUOC	Shift 3 @ OT	111.26	74.2	0.0	0.0
0000034146	HDR	BUOC	Shift 4 @ OT	28.22	16.5	0.0	0.0
0000034146	HDR	BUOC	Shift 5 @ OT	30.73	10.3	0.0	0.0
0000034146	HDR	BUOC	Shift 6 @ OT	12.84	4.0	0.0	0.0
0000034146	HDR	BUOC	Shift 2 @ DT	24.74	14.5	0.0	0.0
0000034146	HDR	BUOC	Shift 3 @ DT	33.00	16.5	0.0	0.0
0000034146	HDR	BUOC	Shift 4 @ DT	21.66	9.5	0.0	0.0
0000034146	HDR	BUOC	Shift 6 @ DT	2.14	0.5	0.0	0.0
0000034146	HDR	BUOC	Shift 2 @ .5X	9.52	22.0	0.0	0.0
0000034146	HDR	BUOC	Shift 3 @ .5X	3.00	6.0	0.0	0.0
0000034146	HDR	BUOC	Shift 4 @ .5X	1.72	3.0	0.0	0.0
0000034146	HDR	BUOC	Shift 5 @ .5X	1.02	1.0	0.0	0.0
0000034146	HDR	BUOC	Call-out OT @ 1.5	2,305.50	66.0	66.0	66.0
0000034146	HDR	BUOC	Call-out OT @ 2.0x	4,156.10	91.6	91.6	91.6
0000034146	HDR	BUOC	1.5	3,800.53	111.7	111.7	111.7
0000034146	HDR	BUOC	2.0	896.98	20.3	20.3	20.3
0000034146	HDR	BUOC	Scheduled OT @ 1.5x	3,822.24	112.0	112.0	112.0
0000034146	HDR	BUOC	Scheduled OT @ 2.0x	284.60	5.9	5.9	5.9
0000034409	HAR	BUOC	Difference	8.08	8.0	0.0	0.0
0000034409	HAR	BUOC	REGULAR EARNINGS	38,023.70	1,916.8	1,916.8	1,916.8

EMPLOYEE ID	EMP DI	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000034409	HAR	BUOC	Penalty @.5X	5.14	0.5	0.0	0.0
0000034409	HAR	BUOC	Meals	24.00	2.0	0.0	0.0
0000034409	HAR	BUOC	TIME	10.29	0.5	0.5	0.5
0000034409	HAR	BUOC	1.5	826.60	27.8	27.8	27.8
0000034409	HAR	BUOC	Scheduled OT @ 1.5x	969.00	32.0	32.0	32.0
0000034410	HAR	BUOC	REGULAR EARNINGS	36,127.15	1,818.5	1,818.5	1,818.5
0000034410	HAR	BUOC	Penalty @.5X	15.21	1.5	0.0	0.0
0000034410	HAR	BUOC	Meals	24.00	2.0	0.0	0.0
0000034410	HAR	BUOC	TIME	30.41	1.5	1.5	1.5
0000034410	HAR	BUOC	1.5	872.20	29.3	29.3	29.3
0000034410	HAR	BUOC	Scheduled OT @ 1.5x	969.00	32.0	32.0	32.0
0000034495	HAR	BUOC	REGULAR EARNINGS	35,294.43	1,833.0	1,833.0	1,833.0
0000034495	HAR	BUOC	1.5	30.86	1.0	0.0	0.0
0000034495	HAR	BUOC	Meals	24.00	2.0	0.0	0.0
0000034495	HAR	BUOC	1.5	645.31	22.0	22.0	22.0
0000034495	HAR	BUOC	Scheduled OT @ 1.5x	969.00	32.0	32.0	32.0
0000034507	HAS	BUOC	Difference	3,000.80	655.0	0.0	0.0
0000034507	HAS	BUOC	Difference	(930.56)	240.5	0.0	0.0
0000034507	HAS	BUOC	REGULAR EARNINGS	20,243.12	1,372.5	1,372.5	1,372.5
0000034507	HAS	BUOC	REGULAR EARNINGS	1,011.07	351.0	351.0	0.0
0000034507	HAS	BUOC	1.5	24.50	1.0	0.0	0.0
0000034507	HAS	BUOC	Meals	48.00	4.0	0.0	0.0
0000034507	HAS	BUOC	1.5	1,389.70	58.0	58.0	58.0
0000034507	HAS	BUOC	1.5	17.85	7.0	7.0	0.0
0000034507	HAS	BUOC	Difference	2,113.14	401.3	0.0	0.0
0000034507	HAS	BUOC	REGULAR EARNINGS	4,044.26	390.8	390.8	390.8
0000034507	HAS	BUOC	1.5	38.82	2.5	2.5	2.5
0000034591	HWK	BUOC	Difference	1,695.99	194.8	0.0	0.0
0000034591	HWK	BUOC	REGULAR EARNINGS	26,919.88	1,877.0	1,877.0	1,877.0
0000034591	HWK	BUOC	Penalty @.5X	13.77	2.0	0.0	0.0
0000034591	HWK	BUOC	Meals	12.00	1.0	0.0	0.0
0000034591	HWK	BUOC	1.5	262.08	12.3	12.3	12.3
0000034795	HAK	BUOC	REGULAR EARNINGS	13,195.76	827.0	827.0	827.0
0000034795	HAK	BUOC	Meals	12.00	1.0	0.0	0.0
0000034795	HAK	BUOC	1.5	221.05	9.4	9.4	9.4
0000034884	HWA	BUOC	REGULAR EARNINGS	4,724.00	392.0	392.0	392.0
0000034895	HAR	BUOC	REGULAR EARNINGS	5,417.28	336.0	336.0	336.0
0000034895	HAR	BUOC	Penalty @.5X	4.05	0.5	0.0	0.0
0000034895	HAR	BUOC	TIME	8.09	0.5	0.5	0.5
0000034895	HAR	BUOC	1.5	84.95	3.5	3.5	3.5
0000034895	HAR	BUOC	Scheduled OT @ 1.5x	388.32	16.0	16.0	16.0
0000034905	HDR	BUOC	REGULAR EARNINGS	5,518.88	296.0	296.0	296.0
0000034905	HDR	BUOC	Penalty @.5X	11.68	1.3	0.0	0.0
0000034905	HDR	BUOC	Meals	24.00	2.0	0.0	0.0
0000034905	HDR	BUOC	Shift 2- Afternoon	83.52	96.0	0.0	0.0
0000034905	HDR	BUOC	Shift 3-Midnight	56.56	56.0	0.0	0.0
0000034905	HDR	BUOC	Shift 4-Sunday Day	9.28	8.0	0.0	0.0
0000034905	HDR	BUOC	Afternoon	48.72	24.0	0.0	0.0
0000034905	HDR	BUOC	Shift 6-Sunday Night	17.36	8.0	0.0	0.0
0000034905	HDR	BUOC	Shift 2 @ OT	8.05	6.2	0.0	0.0
0000034905	HDR	BUOC	Shift 3 @ OT	14.01	9.3	0.0	0.0

EMPLOYEE ID	EMP ID	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000034905	HDR	BUOC	Shift 4 @ OT	0.44	0.3	0.0	0.0
0000034905	HDR	BUOC	Shift 5 @ OT	2.28	0.8	0.0	0.0
0000034905	HDR	BUOC	Shift 2 @ 5X	0.54	1.3	0.0	0.0
0000034905	HDR	BUOC	1.5	277.87	9.9	9.9	9.9
0000034905	HDR	BUOC	Scheduled OT @ 1.5x	448.32	16.0	16.0	16.0
0000020668	HGC	BUTC	Adjustment-HEIRS	0.50	1.0	0.0	0.0
0000020668	HGC	BUTC	REGULAR EARNINGS	45,749.06	1,533.0	1,533.0	1,533.0
0000020668	HGC	BUTC	Penalty @ 5X	617.13	41.4	0.0	0.0
0000020668	HGC	BUTC	Meals	1,872.00	156.0	0.0	0.0
0000020668	HGC	BUTC	Shift 2- Afternoon	457.20	536.0	0.0	0.0
0000020668	HGC	BUTC	Shift 3-Midnight	16.00	16.0	0.0	0.0
0000020668	HGC	BUTC	Shift 4-Sunday Day	91.52	80.0	0.0	0.0
0000020668	HGC	BUTC	Afternoon	175.44	88.0	0.0	0.0
0000020668	HGC	BUTC	Shift 2 @ OT	196.64	154.0	0.0	0.0
0000020668	HGC	BUTC	Shift 3 @ OT	29.50	19.7	0.0	0.0
0000020668	HGC	BUTC	Shift 4 @ OT	42.75	25.0	0.0	0.0
0000020668	HGC	BUTC	Shift 5 @ OT	26.90	9.0	0.0	0.0
0000020668	HGC	BUTC	Shift 2 @ DT	139.97	82.3	0.0	0.0
0000020668	HGC	BUTC	Shift 3 @ DT	24.00	12.0	0.0	0.0
0000020668	HGC	BUTC	Shift 4 @ DT	145.92	64.0	0.0	0.0
0000020668	HGC	BUTC	Shift 5 @ DT	81.59	20.5	0.0	0.0
0000020668	HGC	BUTC	Shift 2 @ 5X	5.96	14.0	0.0	0.0
0000020668	HGC	BUTC	Shift 3 @ 5X	7.00	14.0	0.0	0.0
0000020668	HGC	BUTC	Shift 4 @ 5X	0.57	1.0	0.0	0.0
0000020668	HGC	BUTC	Shift 5 @ 5X	1.99	2.0	0.0	0.0
0000020668	HGC	BUTC	Call-out OT @ 1.5	11,788.31	263.7	263.7	263.7
0000020668	HGC	BUTC	Call-out OT @ 2.0x	29,064.31	487.5	487.5	487.5
0000020668	HGC	BUTC	1.5	8,450.87	189.0	189.0	189.0
0000020668	HGC	BUTC	2.0	6,521.82	109.5	109.5	109.5
0000020668	HGC	BUTC	Scheduled OT @ 1.5x	2,869.20	64.0	64.0	64.0
0000020668	HGC	BUTC	Scheduled OT @ 2.0x	119.98	2.0	2.0	2.0
0000020996	HGH	BUTC	Adjustment-HEIRS	0.16	1.0	0.0	0.0
0000020996	HGH	BUTC	REGULAR EARNINGS	21,559.76	904.0	904.0	904.0
0000020996	HGH	BUTC	Penalty @ 5X	130.37	11.0	0.0	0.0
0000020996	HGH	BUTC	Meals	156.00	13.0	0.0	0.0
0000020996	HGH	BUTC	Shift 2- Afternoon	225.68	264.0	0.0	0.0
0000020996	HGH	BUTC	Shift 3-Midnight	240.56	240.0	0.0	0.0
0000020996	HGH	BUTC	Shift 4-Sunday Day	36.64	32.0	0.0	0.0
0000020996	HGH	BUTC	Afternoon	96.48	48.0	0.0	0.0
0000020996	HGH	BUTC	Shift 6-Sunday Night	120.32	56.0	0.0	0.0
0000020996	HGH	BUTC	Shift 2 @ OT	73.68	57.4	0.0	0.0
0000020996	HGH	BUTC	Shift 3 @ OT	33.00	22.0	0.0	0.0
0000020996	HGH	BUTC	Shift 5 @ OT	8.96	3.0	0.0	0.0
0000020996	HGH	BUTC	Shift 6 @ OT	25.68	8.0	0.0	0.0
0000020996	HGH	BUTC	Shift 2 @ DT	10.20	6.0	0.0	0.0
0000020996	HGH	BUTC	Shift 3 @ DT	8.00	4.0	0.0	0.0
0000020996	HGH	BUTC	Shift 4 @ DT	36.48	16.0	0.0	0.0
0000020996	HGH	BUTC	Shift 3 @ 5X	3.00	6.0	0.0	0.0
0000020996	HGH	BUTC	Shift 5 @ 5X	1.00	1.0	0.0	0.0
0000020996	HGH	BUTC	Call-out OT @ 1.5	3,661.46	102.3	102.3	102.3
0000020996	HGH	BUTC	Call-out OT @ 2.0x	3,896.64	81.8	81.8	81.8

EMPLOYEE ID	MP	DI	LAB COST CLASS	TNAME A	Amount \$	SUM OF TRAN UNITS	Units	Prod Hrs
0000020996	HGH	BUTC	1.5		792.88	22.4	22.4	22.4
0000020996	HGH	BUTC	2.0		188.64	4.0	4.0	4.0
0000020996	HGH	BUTC	Scheduled OT @ 1.5x		1,418.88	40.0	40.0	40.0
0000020996	HGP	BUTC	REGULAR EARNINGS		18,762.10	815.0	815.0	815.0
0000020996	HGP	BUTC	Penalty @ .5X		246.28	21.5	0.0	0.0
0000020996	HGP	BUTC	Meals		240.00	20.0	0.0	0.0
0000020996	HGP	BUTC	Shift 2- Afternoon		176.80	208.0	0.0	0.0
0000020996	HGP	BUTC	Shift 3-Midnight		208.00	208.0	0.0	0.0
0000020996	HGP	BUTC	Shift 4-Sunday Day		27.36	24.0	0.0	0.0
0000020996	HGP	BUTC	Afternoon		79.60	40.0	0.0	0.0
0000020996	HGP	BUTC	Shift 6-Sunday Night		51.36	24.0	0.0	0.0
0000020996	HGP	BUTC	Shift 2 @ OT		61.20	48.0	0.0	0.0
0000020996	HGP	BUTC	Shift 3 @ OT		41.25	27.5	0.0	0.0
0000020996	HGP	BUTC	Shift 2 @ DT		57.52	33.8	0.0	0.0
0000020996	HGP	BUTC	Shift 4 @ DT		72.96	32.0	0.0	0.0
0000020996	HGP	BUTC	Shift 5 @ DT		31.84	8.0	0.0	0.0
0000020996	HGP	BUTC	Shift 6 @ DT		34.24	8.0	0.0	0.0
0000020996	HGP	BUTC	Shift 2 @ .5X		2.55	6.0	0.0	0.0
0000020996	HGP	BUTC	Shift 3 @ .5X		7.75	15.5	0.0	0.0
0000020996	HGP	BUTC	Call-out OT @ 1.5		3,256.54	94.5	94.5	94.5
0000020996	HGP	BUTC	Call-out OT @ 2.0x		4,035.24	87.8	87.8	87.8
0000020996	HGP	BUTC	1.5		1,163.80	33.5	33.5	33.5
0000020996	HGP	BUTC	2.0		830.12	18.0	18.0	18.0
0000020996	HGP	BUTC	Scheduled OT @ 1.5x		1,390.68	40.0	40.0	40.0
0000030251	HDS	BUTC	REGULAR EARNINGS		47,325.71	1,697.5	1,697.5	1,697.5
0000030251	HDS	BUTC	Exempt		279.12	10.0	0.0	0.0
0000030251	HDS	BUTC	Penalty @ .5X		132.30	9.5	0.0	0.0
0000030251	HDS	BUTC	1.5		522.39	12.5	0.0	0.0
0000030251	HDS	BUTC	2.0		250.47	4.5	0.0	0.0
0000030251	HDS	BUTC	Meals		1,296.00	108.0	0.0	0.0
0000030251	HDS	BUTC	Call-out OT @ 1.5		333.96	8.0	8.0	8.0
0000030251	HDS	BUTC	Call-out OT @ 2.0x		445.28	8.0	8.0	8.0
0000030251	HDS	BUTC	TIME		70.20	2.5	2.5	2.5
0000030251	HDS	BUTC	1.5		9,444.89	225.8	225.8	225.8
0000030251	HDS	BUTC	2.0		419.09	7.5	7.5	7.5
0000030251	HDS	BUTC	Scheduled OT @ 1.5x		14,116.93	337.5	337.5	337.5
0000030251	HDS	BUTC	Scheduled OT @ 2.0x		4,431.94	79.5	79.5	79.5
0000030329	HGP	BUTC	REGULAR EARNINGS		11,339.67	425.2	425.2	425.2
0000030329	HGP	BUTC	REGULAR EARNINGS		(2,342.27)	537.2	537.2	0.0
0000030329	HGP	BUTC	Penalty @ .5X		98.28	8.0	0.0	0.0
0000030329	HGP	BUTC	Meals		60.00	5.0	0.0	0.0
0000030329	HGP	BUTC	Penalty @ .5X		(8.72)	4.0	0.0	0.0
0000030329	HGP	BUTC	Shift 2- Afternoon		103.03	121.2	0.0	0.0
0000030329	HGP	BUTC	Shift 3-Midnight		144.00	144.0	0.0	0.0
0000030329	HGP	BUTC	Shift 4-Sunday Day		18.24	16.0	0.0	0.0
0000030329	HGP	BUTC	Afternoon		47.76	24.0	0.0	0.0
0000030329	HGP	BUTC	Shift 6-Sunday Night		34.24	16.0	0.0	0.0
0000030329	HGP	BUTC	Shift 2 @ OT		15.30	12.0	0.0	0.0
0000030329	HGP	BUTC	Shift 3 @ OT		6.00	4.0	0.0	0.0
0000030329	HGP	BUTC	Shift 5 @ OT		11.94	4.0	0.0	0.0
0000030329	HGP	BUTC	Shift 2 @ DT		20.40	12.0	0.0	0.0

EMPLOYEE ID	EMP DI	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030329	HGP	BUTC	Shift 3 @ DT	17.00	8.5	0.0	0.0
0000030329	HGP	BUTC	Shift 4 @ DT	18.24	8.0	0.0	0.0
0000030329	HGP	BUTC	Shift 5 @ DT	15.92	4.0	0.0	0.0
0000030329	HGP	BUTC	Shift 6 @ DT	34.24	8.0	0.0	0.0
0000030329	HGP	BUTC	Shift 2 @ .5X	0.85	2.0	0.0	0.0
0000030329	HGP	BUTC	Shift 5 @ .5X	1.99	2.0	0.0	0.0
0000030329	HGP	BUTC	Call-out OT @ 1.5	963.00	24.0	24.0	24.0
0000030329	HGP	BUTC	Call-out OT @ 2.0x	1,712.00	32.0	32.0	32.0
0000030329	HGP	BUTC	Call-out OT @ 1.5	(209.28)	32.0	32.0	0.0
0000030329	HGP	BUTC	Call-out OT @ 2.0x	(279.04)	32.0	32.0	0.0
0000030329	HGP	BUTC	1.5	481.50	12.0	12.0	12.0
0000030329	HGP	BUTC	2.0	454.75	8.5	8.5	8.5
0000030329	HGP	BUTC	1.5	(78.48)	12.0	12.0	0.0
0000030329	HGP	BUTC	2.0	(74.12)	8.5	8.5	0.0
0000030329	HGP	BUTC	Scheduled OT @ 1.5x	321.00	8.0	8.0	8.0
0000030329	HGP	BUTC	Scheduled OT @ 1.5x	(52.32)	8.0	8.0	0.0
0000030336	HGM	BUTC	Difference	1,081.18	426.0	0.0	0.0
0000030336	HGM	BUTC	REGULAR EARNINGS	29,665.84	976.0	976.0	976.0
0000030336	HGM	BUTC	Penalty @ .5X	76.30	5.0	0.0	0.0
0000030336	HGM	BUTC	1.5	114.12	2.5	0.0	0.0
0000030336	HGM	BUTC	2.0	273.96	4.5	0.0	0.0
0000030336	HGM	BUTC	Meals	240.00	20.0	0.0	0.0
0000030336	HGM	BUTC	Call-out OT @ 1.5	1,213.10	26.5	26.5	26.5
0000030336	HGM	BUTC	Call-out OT @ 2.0x	1,092.24	18.0	18.0	18.0
0000030336	HGM	BUTC	1.5	500.63	11.0	11.0	11.0
0000030336	HGM	BUTC	Scheduled OT @ 1.5x	1,641.06	36.0	36.0	36.0
0000030336	HGM	BUTC	Scheduled OT @ 2.0x	2,309.44	38.0	38.0	38.0
0000030338	HGH	BUTC	Adjustment-HEIRS	0.96	1.0	0.0	0.0
0000030338	HGH	BUTC	REGULAR EARNINGS	43,643.44	1,704.0	1,704.0	1,704.0
0000030338	HGH	BUTC	EST	155.96	6.0	0.0	0.0
0000030338	HGH	BUTC	Penalty @ .5X	361.42	28.0	0.0	0.0
0000030338	HGH	BUTC	Penalty @ 1.0X	52.94	2.0	0.0	0.0
0000030338	HGH	BUTC	Meals	456.00	38.0	0.0	0.0
0000030338	HGH	BUTC	Shift 2- Afternoon	422.40	496.0	0.0	0.0
0000030338	HGH	BUTC	Shift 3-Midnight	440.56	440.0	0.0	0.0
0000030338	HGH	BUTC	Shift 4-Sunday Day	100.80	88.0	0.0	0.0
0000030338	HGH	BUTC	Afternoon	111.76	56.0	0.0	0.0
0000030338	HGH	BUTC	Shift 6-Sunday Night	120.08	56.0	0.0	0.0
0000030338	HGH	BUTC	Shift 2 @ OT	216.04	169.3	0.0	0.0
0000030338	HGH	BUTC	Shift 3 @ OT	64.74	43.0	0.0	0.0
0000030338	HGH	BUTC	Shift 4 @ OT	3.42	2.0	0.0	0.0
0000030338	HGH	BUTC	Shift 5 @ OT	23.88	8.0	0.0	0.0
0000030338	HGH	BUTC	Shift 2 @ DT	164.90	97.0	0.0	0.0
0000030338	HGH	BUTC	Shift 4 @ DT	155.36	68.0	0.0	0.0
0000030338	HGH	BUTC	Shift 5 @ DT	222.88	56.0	0.0	0.0
0000030338	HGH	BUTC	Shift 2 @ .5X	0.85	2.0	0.0	0.0
0000030338	HGH	BUTC	Shift 3 @ .5X	12.03	24.0	0.0	0.0
0000030338	HGH	BUTC	Call-out OT @ 1.5	9,109.38	236.0	236.0	236.0
0000030338	HGH	BUTC	Call-out OT @ 2.0x	14,187.93	277.5	277.5	277.5
0000030338	HGH	BUTC	1.5	1,408.18	37.3	37.3	37.3
0000030338	HGH	BUTC	2.0	594.00	12.0	12.0	12.0

EMPLOYEE ID	COMP DT	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030338	HGH	BUTC	Scheduled OT @ 1.5x	2,794.68	72.0	72.0	72.0
0000030338	HGH	BUTC	Scheduled OT @ 2.0x	104.36	2.0	2.0	2.0
0000030478	HGP	BUTC	REGULAR EARNINGS	50,350.88	1,648.0	1,648.0	1,648.0
0000030478	HGP	BUTC	Penalty @ .5X	359.38	23.5	0.0	0.0
0000030478	HGP	BUTC	Penalty @ 1.0X	244.08	8.0	0.0	0.0
0000030478	HGP	BUTC	Meals	876.00	73.0	0.0	0.0
0000030478	HGP	BUTC	Shift 2- Afternoon	494.44	580.0	0.0	0.0
0000030478	HGP	BUTC	Shift 3-Midnight	368.24	368.0	0.0	0.0
0000030478	HGP	BUTC	Shift 4-Sunday Day	64.00	56.0	0.0	0.0
0000030478	HGP	BUTC	Afternoon	159.52	80.0	0.0	0.0
0000030478	HGP	BUTC	Shift 6-Sunday Night	188.56	88.0	0.0	0.0
0000030478	HGP	BUTC	Shift 2 @ OT	264.22	206.3	0.0	0.0
0000030478	HGP	BUTC	Shift 3 @ OT	48.00	32.0	0.0	0.0
0000030478	HGP	BUTC	Shift 5 @ OT	5.97	2.0	0.0	0.0
0000030478	HGP	BUTC	Shift 2 @ DT	195.29	114.5	0.0	0.0
0000030478	HGP	BUTC	Shift 3 @ DT	48.00	24.0	0.0	0.0
0000030478	HGP	BUTC	Shift 4 @ DT	91.20	40.0	0.0	0.0
0000030478	HGP	BUTC	Shift 5 @ DT	288.55	72.5	0.0	0.0
0000030478	HGP	BUTC	Shift 2 @ .5X	4.08	9.5	0.0	0.0
0000030478	HGP	BUTC	Call-out OT @ 1.5	9,209.33	201.0	201.0	201.0
0000030478	HGP	BUTC	Call-out OT @ 2.0x	17,311.93	283.5	283.5	283.5
0000030478	HGP	BUTC	1.5	4,159.61	90.8	90.8	90.8
0000030478	HGP	BUTC	2.0	4,797.11	78.5	78.5	78.5
0000030478	HGP	BUTC	Scheduled OT @ 1.5x	4,037.88	88.0	88.0	88.0
0000030482	HGH	BUTC	Adjustment-HEIRS	0.32	1.0	0.0	0.0
0000030482	HGH	BUTC	REGULAR EARNINGS	49,725.43	1,627.5	1,627.5	1,627.5
0000030482	HGH	BUTC	Penalty @ .5X	394.21	25.8	0.0	0.0
0000030482	HGH	BUTC	Penalty @ 1.0X	61.90	2.0	0.0	0.0
0000030482	HGH	BUTC	Meals	804.00	67.0	0.0	0.0
0000030482	HGH	BUTC	Shift 2- Afternoon	388.08	456.0	0.0	0.0
0000030482	HGH	BUTC	Shift 3-Midnight	436.40	436.0	0.0	0.0
0000030482	HGH	BUTC	Shift 4-Sunday Day	64.00	56.0	0.0	0.0
0000030482	HGH	BUTC	Afternoon	102.81	51.5	0.0	0.0
0000030482	HGH	BUTC	Shift 6-Sunday Night	171.44	80.0	0.0	0.0
0000030482	HGH	BUTC	Shift 2 @ OT	191.06	149.0	0.0	0.0
0000030482	HGH	BUTC	Shift 3 @ OT	122.77	81.8	0.0	0.0
0000030482	HGH	BUTC	Shift 5 @ OT	36.57	12.3	0.0	0.0
0000030482	HGH	BUTC	Shift 6 @ OT	25.68	8.0	0.0	0.0
0000030482	HGH	BUTC	Shift 2 @ DT	166.33	97.7	0.0	0.0
0000030482	HGH	BUTC	Shift 3 @ DT	57.00	28.5	0.0	0.0
0000030482	HGH	BUTC	Shift 4 @ DT	50.16	22.0	0.0	0.0
0000030482	HGH	BUTC	Shift 5 @ DT	143.28	36.0	0.0	0.0
0000030482	HGH	BUTC	Shift 6 @ DT	68.48	16.0	0.0	0.0
0000030482	HGH	BUTC	Shift 2 @ .5X	3.42	8.0	0.0	0.0
0000030482	HGH	BUTC	Shift 3 @ .5X	6.00	12.0	0.0	0.0
0000030482	HGH	BUTC	Shift 5 @ .5X	1.99	2.0	0.0	0.0
0000030482	HGH	BUTC	Call-out OT @ 1.5	9,166.50	199.8	199.8	199.8
0000030482	HGH	BUTC	Call-out OT @ 2.0x	11,260.53	184.5	184.5	184.5
0000030482	HGH	BUTC	1.5	4,525.24	98.8	98.8	98.8
0000030482	HGH	BUTC	2.0	5,663.13	92.8	92.8	92.8
0000030482	HGH	BUTC	Scheduled OT @ 1.5x	4,409.28	96.0	96.0	96.0

EMPLOYEE	CMP	LAB COST CLASS	TNAME	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030482	HGH	BUTC	Scheduled OT @ 2.0x	185.70	3.0	3.0	3.0
0000030496	HGH	BUTC	Adjustment-HEIRS	0.64	1.0	0.0	0.0
0000030496	HGH	BUTC	REGULAR EARNINGS	44,065.82	1,442.0	1,442.0	1,442.0
0000030496	HGH	BUTC	Penalty @ .5X	626.78	41.0	0.0	0.0
0000030496	HGH	BUTC	Meals	1,092.00	91.0	0.0	0.0
0000030496	HGH	BUTC	Shift 2- Afternoon	279.92	328.0	0.0	0.0
0000030496	HGH	BUTC	Shift 3-Midnight	344.24	344.0	0.0	0.0
0000030496	HGH	BUTC	Shift 4-Sunday Day	63.84	56.0	0.0	0.0
0000030496	HGH	BUTC	Afternoon	127.68	64.0	0.0	0.0
0000030496	HGH	BUTC	Shift 6-Sunday Night	119.84	56.0	0.0	0.0
0000030496	HGH	BUTC	Shift 2 @ OT	212.62	166.0	0.0	0.0
0000030496	HGH	BUTC	Shift 3 @ OT	186.12	124.0	0.0	0.0
0000030496	HGH	BUTC	Shift 4 @ OT	27.36	16.0	0.0	0.0
0000030496	HGH	BUTC	Shift 5 @ OT	23.88	8.0	0.0	0.0
0000030496	HGH	BUTC	Shift 6 @ OT	12.84	4.0	0.0	0.0
0000030496	HGH	BUTC	Shift 2 @ DT	192.20	112.5	0.0	0.0
0000030496	HGH	BUTC	Shift 3 @ DT	64.00	32.0	0.0	0.0
0000030496	HGH	BUTC	Shift 4 @ DT	126.04	55.0	0.0	0.0
0000030496	HGH	BUTC	Shift 5 @ DT	350.24	88.0	0.0	0.0
0000030496	HGH	BUTC	Shift 6 @ DT	19.97	4.7	0.0	0.0
0000030496	HGH	BUTC	Shift 2 @ .5X	2.55	6.0	0.0	0.0
0000030496	HGH	BUTC	Shift 3 @ .5X	19.03	38.0	0.0	0.0
0000030496	HGH	BUTC	Shift 4 @ .5X	0.57	1.0	0.0	0.0
0000030496	HGH	BUTC	Shift 5 @ .5X	3.98	4.0	0.0	0.0
0000030496	HGH	BUTC	Call-out OT @ 1.5	11,105.16	242.0	242.0	242.0
0000030496	HGH	BUTC	Call-out OT @ 2.0x	19,499.26	319.0	319.0	319.0
0000030496	HGH	BUTC	1.5	5,251.55	114.8	114.8	114.8
0000030496	HGH	BUTC	2.0	5,166.36	84.7	84.7	84.7
0000030496	HGH	BUTC	Scheduled OT @ 1.5x	5,141.52	112.0	112.0	112.0
0000030496	HGH	BUTC	Scheduled OT @ 2.0x	488.16	8.0	8.0	8.0
0000030615	HGP	BUTC	Adjustment-HEIRS	0.24	1.0	0.0	0.0
0000030615	HGP	BUTC	REGULAR EARNINGS	52,532.93	1,719.0	1,719.0	1,719.0
0000030615	HGP	BUTC	EST	61.02	2.0	0.0	0.0
0000030615	HGP	BUTC	Penalty @ .5X	1,062.77	69.7	0.0	0.0
0000030615	HGP	BUTC	Meals	936.00	78.0	0.0	0.0
0000030615	HGP	BUTC	Shift 2- Afternoon	385.16	452.0	0.0	0.0
0000030615	HGP	BUTC	Shift 3-Midnight	603.32	603.0	0.0	0.0
0000030615	HGP	BUTC	Shift 4-Sunday Day	45.60	40.0	0.0	0.0
0000030615	HGP	BUTC	Afternoon	127.68	64.0	0.0	0.0
0000030615	HGP	BUTC	Shift 6-Sunday Night	308.64	144.0	0.0	0.0
0000030615	HGP	BUTC	Shift 2 @ OT	154.61	121.2	0.0	0.0
0000030615	HGP	BUTC	Shift 3 @ OT	258.00	172.0	0.0	0.0
0000030615	HGP	BUTC	Shift 5 @ OT	11.94	4.0	0.0	0.0
0000030615	HGP	BUTC	Shift 6 @ OT	12.84	4.0	0.0	0.0
0000030615	HGP	BUTC	Shift 2 @ DT	173.03	101.5	0.0	0.0
0000030615	HGP	BUTC	Shift 3 @ DT	194.00	97.0	0.0	0.0
0000030615	HGP	BUTC	Shift 4 @ DT	57.00	25.0	0.0	0.0
0000030615	HGP	BUTC	Shift 5 @ DT	143.28	36.0	0.0	0.0
0000030615	HGP	BUTC	Shift 6 @ DT	119.84	28.0	0.0	0.0
0000030615	HGP	BUTC	Shift 2 @ .5X	10.91	25.7	0.0	0.0
0000030615	HGP	BUTC	Shift 3 @ .5X	21.00	42.0	0.0	0.0

EMPLOYEE ID	MP-DT	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030615	HGP	BUTC	Call-out OT @ 1.5	11,516.17	251.5	251.5	251.5
0000030615	HGP	BUTC	Call-out OT @ 2.0x	15,321.51	250.9	250.9	250.9
0000030615	HGP	BUTC	TIME	177.97	5.8	5.8	5.8
0000030615	HGP	BUTC	1.5	5,934.20	129.7	129.7	129.7
0000030615	HGP	BUTC	2.0	6,468.12	106.0	106.0	106.0
0000030615	HGP	BUTC	Scheduled OT @ 1.5x	3,300.36	72.0	72.0	72.0
0000030844	HGH	BUTC	Adjustment-HEIRS	0.52	1.0	0.0	0.0
0000030844	HGH	BUTC	REGULAR EARNINGS	51,751.99	1,693.0	1,693.0	1,693.0
0000030844	HGH	BUTC	Exempt	61.02	2.0	0.0	0.0
0000030844	HGH	BUTC	EST	61.02	2.0	0.0	0.0
0000030844	HGH	BUTC	Penalty @.5X	565.69	37.1	0.0	0.0
0000030844	HGH	BUTC	Meals	1,884.00	157.0	0.0	0.0
0000030844	HGH	BUTC	Shift 2- Afternoon	407.42	478.0	0.0	0.0
0000030844	HGH	BUTC	Shift 3-Midnight	376.40	376.0	0.0	0.0
0000030844	HGH	BUTC	Shift 4-Sunday Day	100.48	88.0	0.0	0.0
0000030844	HGH	BUTC	Afternoon	175.44	88.0	0.0	0.0
0000030844	HGH	BUTC	Shift 6-Sunday Night	154.56	72.0	0.0	0.0
0000030844	HGH	BUTC	Shift 2 @ OT	223.37	175.0	0.0	0.0
0000030844	HGH	BUTC	Shift 3 @ OT	116.25	77.5	0.0	0.0
0000030844	HGH	BUTC	Shift 4 @ OT	44.46	26.0	0.0	0.0
0000030844	HGH	BUTC	Shift 5 @ OT	39.05	13.0	0.0	0.0
0000030844	HGH	BUTC	Shift 6 @ OT	25.68	8.0	0.0	0.0
0000030844	HGH	BUTC	Shift 2 @ DT	241.26	141.9	0.0	0.0
0000030844	HGH	BUTC	Shift 3 @ DT	128.00	64.0	0.0	0.0
0000030844	HGH	BUTC	Shift 4 @ DT	136.80	60.0	0.0	0.0
0000030844	HGH	BUTC	Shift 5 @ DT	347.64	87.1	0.0	0.0
0000030844	HGH	BUTC	Shift 6 @ DT	34.24	8.0	0.0	0.0
0000030844	HGH	BUTC	Shift 2 @.5X	5.95	14.0	0.0	0.0
0000030844	HGH	BUTC	Shift 3 @.5X	7.00	14.0	0.0	0.0
0000030844	HGH	BUTC	Shift 5 @.5X	3.98	4.0	0.0	0.0
0000030844	HGH	BUTC	Call-out OT @ 1.5	11,796.70	257.5	257.5	257.5
0000030844	HGH	BUTC	Call-out OT @ 2.0x	21,009.20	344.1	344.1	344.1
0000030844	HGH	BUTC	1.5	10,511.67	229.5	229.5	229.5
0000030844	HGH	BUTC	2.0	12,016.25	196.8	196.8	196.8
0000030844	HGH	BUTC	Scheduled OT @ 1.5x	3,854.82	84.0	84.0	84.0
0000030844	HGH	BUTC	Scheduled OT @ 2.0x	610.20	10.0	10.0	10.0
0000030871	HGP	BUTC	Adjustment-HEIRS	1.28	1.0	0.0	0.0
0000030871	HGP	BUTC	Difference	1,103.77	589.0	0.0	0.0
0000030871	HGP	BUTC	REGULAR EARNINGS	25,499.92	1,160.0	1,160.0	1,160.0
0000030871	HGP	BUTC	Penalty @.5X	572.88	51.5	0.0	0.0
0000030871	HGP	BUTC	Meals	348.00	29.0	0.0	0.0
0000030871	HGP	BUTC	Shift 2- Afternoon	313.44	368.0	0.0	0.0
0000030871	HGP	BUTC	Shift 3-Midnight	248.72	248.0	0.0	0.0
0000030871	HGP	BUTC	Shift 4-Sunday Day	64.16	56.0	0.0	0.0
0000030871	HGP	BUTC	Afternoon	143.60	72.0	0.0	0.0
0000030871	HGP	BUTC	Shift 6-Sunday Night	102.96	48.0	0.0	0.0
0000030871	HGP	BUTC	Shift 2 @ OT	131.97	103.5	0.0	0.0
0000030871	HGP	BUTC	Shift 3 @ OT	111.39	74.0	0.0	0.0
0000030871	HGP	BUTC	Shift 5 @ OT	26.87	9.0	0.0	0.0
0000030871	HGP	BUTC	Shift 2 @ DT	115.60	68.0	0.0	0.0
0000030871	HGP	BUTC	Shift 3 @ DT	64.16	32.0	0.0	0.0



EMPLOYEE ID	MP	DI	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030871	HGP	BUTC	Shift 4 @ DT		18.24	8.0	0.0	0.0
0000030871	HGP	BUTC	Shift 5 @ DT		159.84	40.0	0.0	0.0
0000030871	HGP	BUTC	Shift 6 @ DT		34.24	8.0	0.0	0.0
0000030871	HGP	BUTC	Shift 2 @ .5X		3.19	7.5	0.0	0.0
0000030871	HGP	BUTC	Shift 3 @ .5X		18.06	36.0	0.0	0.0
0000030871	HGP	BUTC	Call-out OT @ 1.5		6,314.28	191.0	191.0	191.0
0000030871	HGP	BUTC	Call-out OT @ 2.0x		9,749.40	220.5	220.5	220.5
0000030871	HGP	BUTC	1.5		1,266.02	38.5	38.5	38.5
0000030871	HGP	BUTC	2.0		994.90	23.0	23.0	23.0
0000030871	HGP	BUTC	Scheduled OT @ 1.5x		2,127.48	64.0	64.0	64.0
0000030871	HGP	BUTC	Difference		339.45	126.0	0.0	0.0
0000030871	HGP	BUTC	REGULAR EARNINGS		10,019.20	496.0	496.0	496.0
0000030871	HGP	BUTC	Penalty @ .5X		116.15	11.5	0.0	0.0
0000030871	HGP	BUTC	Meals		96.00	8.0	0.0	0.0
0000030871	HGP	BUTC	Shift 2- Afternoon		81.60	96.0	0.0	0.0
0000030871	HGP	BUTC	Shift 3-Midnight		104.00	104.0	0.0	0.0
0000030871	HGP	BUTC	Shift 4-Sunday Day		9.12	8.0	0.0	0.0
0000030871	HGP	BUTC	Afternoon		47.76	24.0	0.0	0.0
0000030871	HGP	BUTC	Shift 6-Sunday Night		34.24	16.0	0.0	0.0
0000030871	HGP	BUTC	Shift 2 @ OT		30.60	24.0	0.0	0.0
0000030871	HGP	BUTC	Shift 3 @ OT		24.00	16.0	0.0	0.0
0000030871	HGP	BUTC	Shift 2 @ DT		3.40	2.0	0.0	0.0
0000030871	HGP	BUTC	Shift 5 @ DT		63.68	16.0	0.0	0.0
0000030871	HGP	BUTC	Shift 6 @ DT		34.24	8.0	0.0	0.0
0000030871	HGP	BUTC	Shift 3 @ .5X		3.25	6.5	0.0	0.0
0000030871	HGP	BUTC	Call-out OT @ 1.5		651.45	21.5	21.5	21.5
0000030871	HGP	BUTC	Call-out OT @ 2.0x		1,050.40	26.0	26.0	26.0
0000030871	HGP	BUTC	1.5		356.03	11.8	11.8	11.8
0000030871	HGP	BUTC	Scheduled OT @ 1.5x		484.80	16.0	16.0	16.0
0000030880	HGC	BUTC	Adjustment-HEIRS		1.34	1.0	0.0	0.0
0000030880	HGC	BUTC	REGULAR EARNINGS		47,923.00	1,606.0	1,606.0	1,606.0
0000030880	HGC	BUTC	Penalty @ .5X		1,118.04	75.0	0.0	0.0
0000030880	HGC	BUTC	Meals		1,764.00	147.0	0.0	0.0
0000030880	HGC	BUTC	Shift 2- Afternoon		545.44	640.0	0.0	0.0
0000030880	HGC	BUTC	Shift 4-Sunday Day		128.16	112.0	0.0	0.0
0000030880	HGC	BUTC	Afternoon		223.84	112.0	0.0	0.0
0000030880	HGC	BUTC	Shift 2 @ OT		235.64	184.5	0.0	0.0
0000030880	HGC	BUTC	Shift 3 @ OT		96.24	64.0	0.0	0.0
0000030880	HGC	BUTC	Shift 4 @ OT		41.04	24.0	0.0	0.0
0000030880	HGC	BUTC	Shift 5 @ OT		32.15	10.8	0.0	0.0
0000030880	HGC	BUTC	Shift 2 @ DT		185.75	109.0	0.0	0.0
0000030880	HGC	BUTC	Shift 4 @ DT		231.42	101.5	0.0	0.0
0000030880	HGC	BUTC	Shift 5 @ DT		215.92	54.3	0.0	0.0
0000030880	HGC	BUTC	Shift 2 @ .5X		5.53	13.0	0.0	0.0
0000030880	HGC	BUTC	Shift 3 @ .5X		24.03	48.0	0.0	0.0
0000030880	HGC	BUTC	Shift 4 @ .5X		2.28	4.0	0.0	0.0
0000030880	HGC	BUTC	Shift 5 @ .5X		1.99	2.0	0.0	0.0
0000030880	HGC	BUTC	Call-out OT @ 1.5		15,320.12	342.5	342.5	342.5
0000030880	HGC	BUTC	Call-out OT @ 2.0x		34,056.60	571.5	571.5	571.5
0000030880	HGC	BUTC	1.5		6,943.43	155.3	155.3	155.3
0000030880	HGC	BUTC	2.0		5,271.06	88.5	88.5	88.5

EMPLOYEE ID	EMP DT	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030880	HGC	BUTC	Scheduled OT @ 1.5x	3,946.44	88.0	88.0	88.0
0000030880	HGC	BUTC	Scheduled OT @ 2.0x	1,252.05	21.0	21.0	21.0
0000030908	HGH	BUTC	Adjustment-HEIRS	0.48	1.0	0.0	0.0
0000030908	HGH	BUTC	REGULAR EARNINGS	51,802.73	1,649.0	1,649.0	1,649.0
0000030908	HGH	BUTC	Penalty @ .5X	172.54	11.0	0.0	0.0
0000030908	HGH	BUTC	Penalty @ 1.0X	250.96	8.0	0.0	0.0
0000030908	HGH	BUTC	Meals	288.00	24.0	0.0	0.0
0000030908	HGH	BUTC	Shift 2- Afternoon	360.88	424.0	0.0	0.0
0000030908	HGH	BUTC	Shift 3-Midnight	584.80	584.0	0.0	0.0
0000030908	HGH	BUTC	Shift 4-Sunday Day	82.08	72.0	0.0	0.0
0000030908	HGH	BUTC	Afternoon	175.12	88.0	0.0	0.0
0000030908	HGH	BUTC	Shift 6-Sunday Night	136.96	64.0	0.0	0.0
0000030908	HGH	BUTC	Shift 2 @ OT	132.96	104.0	0.0	0.0
0000030908	HGH	BUTC	Shift 3 @ OT	75.15	50.0	0.0	0.0
0000030908	HGH	BUTC	Shift 5 @ OT	59.70	20.0	0.0	0.0
0000030908	HGH	BUTC	Shift 2 @ DT	41.28	24.0	0.0	0.0
0000030908	HGH	BUTC	Shift 3 @ DT	32.00	16.0	0.0	0.0
0000030908	HGH	BUTC	Shift 4 @ DT	54.72	24.0	0.0	0.0
0000030908	HGH	BUTC	Shift 5 @ DT	79.60	20.0	0.0	0.0
0000030908	HGH	BUTC	Shift 6 @ DT	68.48	16.0	0.0	0.0
0000030908	HGH	BUTC	Shift 2 @ .5X	0.85	2.0	0.0	0.0
0000030908	HGH	BUTC	Shift 3 @ .5X	3.00	6.0	0.0	0.0
0000030908	HGH	BUTC	Shift 5 @ .5X	1.99	2.0	0.0	0.0
0000030908	HGH	BUTC	Call-out OT @ 1.5	7,063.77	150.0	150.0	150.0
0000030908	HGH	BUTC	Call-out OT @ 2.0x	8,366.50	133.0	133.0	133.0
0000030908	HGH	BUTC	1.5	1,671.84	35.5	35.5	35.5
0000030908	HGH	BUTC	2.0	1,254.80	20.0	20.0	20.0
0000030908	HGH	BUTC	Scheduled OT @ 1.5x	4,722.06	100.0	100.0	100.0
0000030910	HGX	BUTC	Difference	8,370.07	1,488.5	0.0	0.0
0000030910	HGX	BUTC	REGULAR EARNINGS	31,393.68	1,032.0	1,032.0	1,032.0
0000030910	HGX	BUTC	Penalty @ .5X	7.59	0.5	0.0	0.0
0000030910	HGX	BUTC	1.5	1,049.79	23.0	0.0	0.0
0000030910	HGX	BUTC	2.0	243.62	4.0	0.0	0.0
0000030910	HGX	BUTC	Meals	948.00	79.0	0.0	0.0
0000030910	HGX	BUTC	Call-out OT @ 1.5	318.57	7.0	7.0	7.0
0000030910	HGX	BUTC	Call-out OT @ 2.0x	645.24	10.5	10.5	10.5
0000030910	HGX	BUTC	TIME	45.74	1.5	1.5	1.5
0000030910	HGX	BUTC	1.5	9,699.25	212.5	212.5	212.5
0000030910	HGX	BUTC	2.0	396.22	6.5	6.5	6.5
0000030910	HGX	BUTC	Scheduled OT @ 1.5x	3,196.51	70.0	70.0	70.0
0000030910	HGX	BUTC	Scheduled OT @ 2.0x	973.13	16.0	16.0	16.0
0000030914	HGH	BUTC	Adjustment-HEIRS	0.80	1.0	0.0	0.0
0000030914	HGH	BUTC	REGULAR EARNINGS	53,427.40	1,699.5	1,699.5	1,699.5
0000030914	HGH	BUTC	Penalty @ .5X	820.71	52.3	0.0	0.0
0000030914	HGH	BUTC	Penalty @ 1.0X	188.22	6.0	0.0	0.0
0000030914	HGH	BUTC	Meals	1,356.00	113.0	0.0	0.0
0000030914	HGH	BUTC	Shift 2- Afternoon	312.17	366.5	0.0	0.0
0000030914	HGH	BUTC	Shift 3-Midnight	436.64	436.0	0.0	0.0
0000030914	HGH	BUTC	Shift 4-Sunday Day	73.12	64.0	0.0	0.0
0000030914	HGH	BUTC	Afternoon	191.36	96.0	0.0	0.0
0000030914	HGH	BUTC	Shift 6-Sunday Night	171.92	80.0	0.0	0.0

EMPLOYEE	EMP ID	LAB CLASS	TNAME_A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030914	HGH	BUTC	Shift 2 @ OT	221.97	174.0	0.0	0.0
0000030914	HGH	BUTC	Shift 3 @ OT	156.06	104.0	0.0	0.0
0000030914	HGH	BUTC	Shift 4 @ OT	41.04	24.0	0.0	0.0
0000030914	HGH	BUTC	Shift 5 @ OT	24.12	8.0	0.0	0.0
0000030914	HGH	BUTC	Shift 2 @ DT	124.69	73.3	0.0	0.0
0000030914	HGH	BUTC	Shift 3 @ DT	100.08	50.0	0.0	0.0
0000030914	HGH	BUTC	Shift 4 @ DT	164.16	72.0	0.0	0.0
0000030914	HGH	BUTC	Shift 5 @ DT	290.94	73.0	0.0	0.0
0000030914	HGH	BUTC	Shift 2 @ 5X	3.42	8.0	0.0	0.0
0000030914	HGH	BUTC	Shift 3 @ 5X	13.50	27.0	0.0	0.0
0000030914	HGH	BUTC	Shift 5 @ 5X	1.99	2.0	0.0	0.0
0000030914	HGH	BUTC	Call-out OT @ 1.5	15,533.67	330.0	330.0	330.0
0000030914	HGH	BUTC	Call-out OT @ 2.0x	23,179.97	369.2	369.2	369.2
0000030914	HGH	BUTC	1.5	7,475.51	158.8	158.8	158.8
0000030914	HGH	BUTC	2.0	6,406.84	102.0	102.0	102.0
0000030914	HGH	BUTC	Scheduled OT @ 1.5x	4,340.10	92.0	92.0	92.0
0000030920	HDS	BUTC	REGULAR EARNINGS	7,620.89	303.5	303.5	303.5
0000030920	HDS	BUTC	Penalty @ .5X	50.23	4.0	0.0	0.0
0000030920	HDS	BUTC	2.0	150.66	3.0	0.0	0.0
0000030920	HDS	BUTC	Meals	96.00	8.0	0.0	0.0
0000030920	HDS	BUTC	Call-out OT @ 1.5	150.66	4.0	4.0	4.0
0000030920	HDS	BUTC	Call-out OT @ 2.0x	1,155.06	23.0	23.0	23.0
0000030920	HDS	BUTC	1.5	207.16	5.5	5.5	5.5
0000030920	HDS	BUTC	2.0	100.44	2.0	2.0	2.0
0000030921	HGH	BUTC	Adjustment-HEIRS	0.99	1.0	0.0	0.0
0000030921	HGH	BUTC	REGULAR EARNINGS	39,501.28	1,512.0	1,512.0	1,512.0
0000030921	HGH	BUTC	Penalty @ .5X	74.25	6.0	0.0	0.0
0000030921	HGH	BUTC	Meals	456.00	38.0	0.0	0.0
0000030921	HGH	BUTC	Shift 2- Afternoon	280.61	329.0	0.0	0.0
0000030921	HGH	BUTC	Shift 3-Midnight	352.32	352.0	0.0	0.0
0000030921	HGH	BUTC	Shift 4-Sunday Day	91.52	80.0	0.0	0.0
0000030921	HGH	BUTC	Afternoon	191.36	96.0	0.0	0.0
0000030921	HGH	BUTC	Shift 6-Sunday Night	154.08	72.0	0.0	0.0
0000030921	HGH	BUTC	Shift 2 @ OT	126.74	99.0	0.0	0.0
0000030921	HGH	BUTC	Shift 3 @ OT	72.12	48.0	0.0	0.0
0000030921	HGH	BUTC	Shift 4 @ OT	10.26	6.0	0.0	0.0
0000030921	HGH	BUTC	Shift 5 @ OT	11.94	4.0	0.0	0.0
0000030921	HGH	BUTC	Shift 6 @ OT	12.84	4.0	0.0	0.0
0000030921	HGH	BUTC	Shift 2 @ DT	136.00	80.0	0.0	0.0
0000030921	HGH	BUTC	Shift 3 @ DT	8.00	4.0	0.0	0.0
0000030921	HGH	BUTC	Shift 4 @ DT	27.68	12.0	0.0	0.0
0000030921	HGH	BUTC	Shift 5 @ DT	15.92	4.0	0.0	0.0
0000030921	HGH	BUTC	Shift 6 @ DT	120.32	28.0	0.0	0.0
0000030921	HGH	BUTC	Shift 5 @ 5X	1.99	2.0	0.0	0.0
0000030921	HGH	BUTC	Call-out OT @ 1.5	7,556.91	193.0	193.0	193.0
0000030921	HGH	BUTC	Call-out OT @ 2.0x	7,544.01	148.3	148.3	148.3
0000030921	HGH	BUTC	1.5	2,676.61	68.8	68.8	68.8
0000030921	HGH	BUTC	2.0	1,846.32	36.0	36.0	36.0
0000030921	HGH	BUTC	Scheduled OT @ 1.5x	2,478.12	64.0	64.0	64.0
0000030922	HGH	BUTC	Adjustment-HEIRS	1.16	1.0	0.0	0.0
0000030922	HGH	BUTC	REGULAR EARNINGS	50,264.04	1,644.0	1,644.0	1,644.0

EMPLOYEE	EMP. DN	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030922	HGH	BUTC	EST	61.90	2.0	0.0	0.0
0000030922	HGH	BUTC	Penalty @ .5X	233.52	15.3	0.0	0.0
0000030922	HGH	BUTC	Penalty @ 1.0X	61.90	2.0	0.0	0.0
0000030922	HGH	BUTC	Meals	852.00	71.0	0.0	0.0
0000030922	HGH	BUTC	Shift 2- Afternoon	357.64	420.0	0.0	0.0
0000030922	HGH	BUTC	Shift 3-Midnight	552.72	552.0	0.0	0.0
0000030922	HGH	BUTC	Shift 4-Sunday Day	118.88	104.0	0.0	0.0
0000030922	HGH	BUTC	Afternoon	96.16	48.0	0.0	0.0
0000030922	HGH	BUTC	Shift 6-Sunday Night	136.96	64.0	0.0	0.0
0000030922	HGH	BUTC	Shift 2 @ OT	134.97	105.8	0.0	0.0
0000030922	HGH	BUTC	Shift 3 @ OT	90.99	60.5	0.0	0.0
0000030922	HGH	BUTC	Shift 4 @ OT	7.27	4.3	0.0	0.0
0000030922	HGH	BUTC	Shift 5 @ OT	37.31	12.5	0.0	0.0
0000030922	HGH	BUTC	Shift 2 @ DT	133.67	78.4	0.0	0.0
0000030922	HGH	BUTC	Shift 3 @ DT	57.17	28.6	0.0	0.0
0000030922	HGH	BUTC	Shift 4 @ DT	64.16	28.0	0.0	0.0
0000030922	HGH	BUTC	Shift 5 @ DT	211.94	53.3	0.0	0.0
0000030922	HGH	BUTC	Shift 2 @ .5X	2.55	6.0	0.0	0.0
0000030922	HGH	BUTC	Shift 3 @ .5X	3.00	6.0	0.0	0.0
0000030922	HGH	BUTC	Call-out OT @ 1.5	8,800.08	192.0	192.0	192.0
0000030922	HGH	BUTC	Call-out OT @ 2.0x	13,520.04	221.3	221.3	221.3
0000030922	HGH	BUTC	1.5	3,631.15	79.2	79.2	79.2
0000030922	HGH	BUTC	2.0	4,664.22	76.3	76.3	76.3
0000030922	HGH	BUTC	Scheduled OT @ 1.5x	4,226.22	92.0	92.0	92.0
0000030922	HGH	BUTC	Scheduled OT @ 2.0x	488.16	8.0	8.0	8.0
0000030937	HGH	BUTC	REGULAR EARNINGS	53,299.20	1,696.0	1,696.0	1,696.0
0000030937	HGH	BUTC	Penalty @ .5X	407.81	26.0	0.0	0.0
0000030937	HGH	BUTC	Meals	312.00	26.0	0.0	0.0
0000030937	HGH	BUTC	Shift 2- Afternoon	375.28	440.0	0.0	0.0
0000030937	HGH	BUTC	Shift 3-Midnight	380.16	380.0	0.0	0.0
0000030937	HGH	BUTC	Shift 4-Sunday Day	119.04	104.0	0.0	0.0
0000030937	HGH	BUTC	Afternoon	160.16	80.0	0.0	0.0
0000030937	HGH	BUTC	Shift 6-Sunday Night	154.08	72.0	0.0	0.0
0000030937	HGH	BUTC	Shift 2 @ OT	106.47	83.5	0.0	0.0
0000030937	HGH	BUTC	Shift 3 @ OT	108.00	72.0	0.0	0.0
0000030937	HGH	BUTC	Shift 5 @ OT	0.75	0.3	0.0	0.0
0000030937	HGH	BUTC	Shift 6 @ OT	38.52	12.0	0.0	0.0
0000030937	HGH	BUTC	Shift 2 @ DT	81.60	48.0	0.0	0.0
0000030937	HGH	BUTC	Shift 3 @ DT	33.00	16.5	0.0	0.0
0000030937	HGH	BUTC	Shift 4 @ DT	37.05	16.3	0.0	0.0
0000030937	HGH	BUTC	Shift 5 @ DT	127.36	32.0	0.0	0.0
0000030937	HGH	BUTC	Shift 6 @ DT	17.12	4.0	0.0	0.0
0000030937	HGH	BUTC	Shift 3 @ .5X	13.00	26.0	0.0	0.0
0000030937	HGH	BUTC	Call-out OT @ 1.5	7,255.45	154.0	154.0	154.0
0000030937	HGH	BUTC	Call-out OT @ 2.0x	9,050.25	144.3	144.3	144.3
0000030937	HGH	BUTC	1.5	1,729.27	36.8	36.8	36.8
0000030937	HGH	BUTC	2.0	1,788.09	28.5	28.5	28.5
0000030937	HGH	BUTC	Scheduled OT @ 1.5x	4,910.28	104.0	104.0	104.0
0000030938	HGH	BUTC	Adjustment-HEIRS	0.16	1.0	0.0	0.0
0000030938	HGH	BUTC	REGULAR EARNINGS	53,766.07	1,711.0	1,711.0	1,711.0
0000030938	HGH	BUTC	Penalty @ .5X	588.19	37.5	0.0	0.0

EMPLOYEE ID	EMP DT	LAB COST CLASS	TNAME-A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030938	HGH	BUTC	Penalty @ 1.0X	188.22	6.0	0.0	0.0
0000030938	HGH	BUTC	Meals	600.00	50.0	0.0	0.0
0000030938	HGH	BUTC	Shift 2- Afternoon	378.52	444.0	0.0	0.0
0000030938	HGH	BUTC	Shift 3-Midnight	264.32	264.0	0.0	0.0
0000030938	HGH	BUTC	Shift 4-Sunday Day	118.72	104.0	0.0	0.0
0000030938	HGH	BUTC	Afternoon	159.52	80.0	0.0	0.0
0000030938	HGH	BUTC	Shift 6-Sunday Night	171.44	80.0	0.0	0.0
0000030938	HGH	BUTC	Shift 2 @ OT	119.46	93.5	0.0	0.0
0000030938	HGH	BUTC	Shift 3 @ OT	151.00	100.7	0.0	0.0
0000030938	HGH	BUTC	Shift 4 @ OT	34.20	20.0	0.0	0.0
0000030938	HGH	BUTC	Shift 5 @ OT	11.94	4.0	0.0	0.0
0000030938	HGH	BUTC	Shift 2 @ DT	104.41	61.4	0.0	0.0
0000030938	HGH	BUTC	Shift 3 @ DT	48.00	24.0	0.0	0.0
0000030938	HGH	BUTC	Shift 4 @ DT	118.56	52.0	0.0	0.0
0000030938	HGH	BUTC	Shift 5 @ DT	119.40	30.0	0.0	0.0
0000030938	HGH	BUTC	Shift 6 @ DT	34.24	8.0	0.0	0.0
0000030938	HGH	BUTC	Shift 3 @.5X	16.25	32.5	0.0	0.0
0000030938	HGH	BUTC	Shift 5 @.5X	1.99	2.0	0.0	0.0
0000030938	HGH	BUTC	Call-out OT @ 1.5	12,982.54	275.7	275.7	275.7
0000030938	HGH	BUTC	Call-out OT @ 2.0x	15,883.68	253.2	253.2	253.2
0000030938	HGH	BUTC	1.5	2,407.66	51.2	51.2	51.2
0000030938	HGH	BUTC	2.0	3,011.52	48.0	48.0	48.0
0000030938	HGH	BUTC	Scheduled OT @ 1.5x	4,528.32	96.0	96.0	96.0
0000030939	HGH	BUTC	Adjustment-HEIRS	0.96	1.0	0.0	0.0
0000030939	HGH	BUTC	REGULAR EARNINGS	56,301.43	1,791.0	1,791.0	1,791.0
0000030939	HGH	BUTC	Penalty @.5X	376.44	24.0	0.0	0.0
0000030939	HGH	BUTC	Penalty @ 1.0X	62.74	2.0	0.0	0.0
0000030939	HGH	BUTC	Meals	552.00	46.0	0.0	0.0
0000030939	HGH	BUTC	Shift 2- Afternoon	419.80	492.0	0.0	0.0
0000030939	HGH	BUTC	Shift 3-Midnight	596.80	596.0	0.0	0.0
0000030939	HGH	BUTC	Shift 4-Sunday Day	100.48	88.0	0.0	0.0
0000030939	HGH	BUTC	Afternoon	79.92	40.0	0.0	0.0
0000030939	HGH	BUTC	Shift 6-Sunday Night	205.68	96.0	0.0	0.0
0000030939	HGH	BUTC	Shift 2 @ OT	221.17	173.0	0.0	0.0
0000030939	HGH	BUTC	Shift 3 @ OT	84.87	56.5	0.0	0.0
0000030939	HGH	BUTC	Shift 5 @ OT	35.82	12.0	0.0	0.0
0000030939	HGH	BUTC	Shift 2 @ DT	142.96	84.0	0.0	0.0
0000030939	HGH	BUTC	Shift 3 @ DT	72.00	36.0	0.0	0.0
0000030939	HGH	BUTC	Shift 4 @ DT	56.75	24.8	0.0	0.0
0000030939	HGH	BUTC	Shift 5 @ DT	15.92	4.0	0.0	0.0
0000030939	HGH	BUTC	Shift 2 @.5X	3.40	8.0	0.0	0.0
0000030939	HGH	BUTC	Shift 3 @.5X	6.00	12.0	0.0	0.0
0000030939	HGH	BUTC	Shift 5 @.5X	1.99	2.0	0.0	0.0
0000030939	HGH	BUTC	Call-out OT @ 1.5	8,665.02	184.0	184.0	184.0
0000030939	HGH	BUTC	Call-out OT @ 2.0x	8,775.28	139.8	139.8	139.8
0000030939	HGH	BUTC	1.5	3,037.80	64.5	64.5	64.5
0000030939	HGH	BUTC	2.0	3,297.53	52.5	52.5	52.5
0000030939	HGH	BUTC	Scheduled OT @ 1.5x	4,910.28	104.0	104.0	104.0
0000030940	HGH	BUTC	Adjustment-HEIRS	0.32	1.0	0.0	0.0
0000030940	HGH	BUTC	REGULAR EARNINGS	53,128.46	1,738.0	1,738.0	1,738.0
0000030940	HGH	BUTC	Penalty @.5X	656.41	43.0	0.0	0.0

EMPLOYEE	EMP. DN	LAB. COST CLASS	NAME, A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030940	HGH	BUTC	Penalty @ 1.0X	247.60	8.0	0.0	0.0
0000030940	HGH	BUTC	Meals	420.00	35.0	0.0	0.0
0000030940	HGH	BUTC	Shift 2- Afternoon	361.20	424.0	0.0	0.0
0000030940	HGH	BUTC	Shift 3-Midnight	396.48	396.0	0.0	0.0
0000030940	HGH	BUTC	Shift 4-Sunday Day	109.76	96.0	0.0	0.0
0000030940	HGH	BUTC	Afternoon	191.36	96.0	0.0	0.0
0000030940	HGH	BUTC	Shift 6-Sunday Night	154.56	72.0	0.0	0.0
0000030940	HGH	BUTC	Shift 2 @ OT	131.61	102.8	0.0	0.0
0000030940	HGH	BUTC	Shift 3 @ OT	117.00	78.0	0.0	0.0
0000030940	HGH	BUTC	Shift 4 @ OT	6.84	4.0	0.0	0.0
0000030940	HGH	BUTC	Shift 6 @ OT	51.36	16.0	0.0	0.0
0000030940	HGH	BUTC	Shift 2 @ DT	38.13	22.3	0.0	0.0
0000030940	HGH	BUTC	Shift 4 @ DT	82.08	36.0	0.0	0.0
0000030940	HGH	BUTC	Shift 5 @ DT	127.36	32.0	0.0	0.0
0000030940	HGH	BUTC	Shift 6 @ DT	34.24	8.0	0.0	0.0
0000030940	HGH	BUTC	Shift 2 @ .5X	2.57	6.0	0.0	0.0
0000030940	HGH	BUTC	Shift 3 @ .5X	17.50	35.0	0.0	0.0
0000030940	HGH	BUTC	Shift 6 @ .5X	6.42	6.0	0.0	0.0
0000030940	HGH	BUTC	Call-out OT @ 1.5	11,804.61	257.5	257.5	257.5
0000030940	HGH	BUTC	Call-out OT @ 2.0x	8,550.23	139.8	139.8	139.8
0000030940	HGH	BUTC	1.5	2,636.77	57.5	57.5	57.5
0000030940	HGH	BUTC	2.0	1,990.19	32.5	32.5	32.5
0000030940	HGH	BUTC	Scheduled OT @ 1.5x	4,398.72	96.0	96.0	96.0
0000030940	HGH	BUTC	Scheduled OT @ 2.0x	488.16	8.0	8.0	8.0
0000030942	HGP	BUTC	Difference	1,417.12	426.3	0.0	0.0
0000030942	HGP	BUTC	REGULAR EARNINGS	24,667.34	808.5	808.5	808.5
0000030942	HGP	BUTC	Penalty @ .5X	68.65	4.5	0.0	0.0
0000030942	HGP	BUTC	Meals	288.00	24.0	0.0	0.0
0000030942	HGP	BUTC	Shift 2- Afternoon	74.80	88.0	0.0	0.0
0000030942	HGP	BUTC	Shift 3-Midnight	144.00	144.0	0.0	0.0
0000030942	HGP	BUTC	Shift 4-Sunday Day	36.48	32.0	0.0	0.0
0000030942	HGP	BUTC	Afternoon	47.76	24.0	0.0	0.0
0000030942	HGP	BUTC	Shift 6-Sunday Night	17.12	8.0	0.0	0.0
0000030942	HGP	BUTC	Shift 2 @ OT	65.03	51.0	0.0	0.0
0000030942	HGP	BUTC	Shift 3 @ OT	53.25	35.5	0.0	0.0
0000030942	HGP	BUTC	Shift 4 @ OT	6.84	4.0	0.0	0.0
0000030942	HGP	BUTC	Shift 5 @ OT	23.88	8.0	0.0	0.0
0000030942	HGP	BUTC	Shift 2 @ DT	60.78	35.8	0.0	0.0
0000030942	HGP	BUTC	Shift 3 @ DT	17.00	8.5	0.0	0.0
0000030942	HGP	BUTC	Shift 4 @ DT	45.60	20.0	0.0	0.0
0000030942	HGP	BUTC	Shift 5 @ DT	79.60	20.0	0.0	0.0
0000030942	HGP	BUTC	Shift 3 @ .5X	1.00	2.0	0.0	0.0
0000030942	HGP	BUTC	Call-out OT @ 1.5	6,704.58	146.5	146.5	146.5
0000030942	HGP	BUTC	Call-out OT @ 2.0x	6,788.48	111.3	111.3	111.3
0000030942	HGP	BUTC	1.5	2,139.51	46.8	46.8	46.8
0000030942	HGP	BUTC	2.0	518.67	8.5	8.5	8.5
0000030942	HGP	BUTC	Scheduled OT @ 1.5x	1,830.60	40.0	40.0	40.0
0000030944	HGP	BUTC	Adjustment-HEIRS	0.32	1.0	0.0	0.0
0000030944	HGP	BUTC	REGULAR EARNINGS	49,266.60	1,612.0	1,612.0	1,612.0
0000030944	HGP	BUTC	Penalty @ .5X	659.05	43.0	0.0	0.0
0000030944	HGP	BUTC	Meals	840.00	70.0	0.0	0.0

EMPLOYEE ID	EMP DT	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030944	HGP	BUTC	Shift 2- Afternoon	357.32	420.0	0.0	0.0
0000030944	HGP	BUTC	Shift 3-Midnight	553.04	552.0	0.0	0.0
0000030944	HGP	BUTC	Shift 4-Sunday Day	54.88	48.0	0.0	0.0
0000030944	HGP	BUTC	Afternoon	191.04	96.0	0.0	0.0
0000030944	HGP	BUTC	Shift 6-Sunday Night	154.08	72.0	0.0	0.0
0000030944	HGP	BUTC	Shift 2 @ OT	208.71	163.5	0.0	0.0
0000030944	HGP	BUTC	Shift 3 @ OT	91.74	61.0	0.0	0.0
0000030944	HGP	BUTC	Shift 4 @ OT	6.84	4.0	0.0	0.0
0000030944	HGP	BUTC	Shift 5 @ OT	35.82	12.0	0.0	0.0
0000030944	HGP	BUTC	Shift 2 @ DT	113.48	66.8	0.0	0.0
0000030944	HGP	BUTC	Shift 3 @ DT	48.00	24.0	0.0	0.0
0000030944	HGP	BUTC	Shift 4 @ DT	119.20	52.0	0.0	0.0
0000030944	HGP	BUTC	Shift 5 @ DT	238.80	60.0	0.0	0.0
0000030944	HGP	BUTC	Shift 6 @ DT	68.48	16.0	0.0	0.0
0000030944	HGP	BUTC	Shift 2 @ .5X	2.55	6.0	0.0	0.0
0000030944	HGP	BUTC	Shift 3 @ .5X	17.07	34.0	0.0	0.0
0000030944	HGP	BUTC	Shift 5 @ .5X	1.99	2.0	0.0	0.0
0000030944	HGP	BUTC	Call-out OT @ 1.5	12,143.57	265.0	265.0	265.0
0000030944	HGP	BUTC	Call-out OT @ 2.0x	15,803.01	258.8	258.8	258.8
0000030944	HGP	BUTC	1.5	3,134.91	68.5	68.5	68.5
0000030944	HGP	BUTC	2.0	3,844.26	63.0	63.0	63.0
0000030944	HGP	BUTC	Scheduled OT @ 1.5x	3,488.70	76.0	76.0	76.0
0000030944	HGP	BUTC	Scheduled OT @ 2.0x	488.16	8.0	8.0	8.0
0000030948	HGP	BUTC	Adjustment-HEIRS	1.31	1.0	0.0	0.0
0000030948	HGP	BUTC	REGULAR EARNINGS	47,313.96	1,548.0	1,548.0	1,548.0
0000030948	HGP	BUTC	Penalty @ .5X	922.34	60.0	0.0	0.0
0000030948	HGP	BUTC	Penalty @ 1.0X	244.08	8.0	0.0	0.0
0000030948	HGP	BUTC	Meals	600.00	50.0	0.0	0.0
0000030948	HGP	BUTC	Shift 2- Afternoon	306.64	360.0	0.0	0.0
0000030948	HGP	BUTC	Shift 3-Midnight	360.24	360.0	0.0	0.0
0000030948	HGP	BUTC	Shift 4-Sunday Day	91.52	80.0	0.0	0.0
0000030948	HGP	BUTC	Afternoon	143.92	72.0	0.0	0.0
0000030948	HGP	BUTC	Shift 6-Sunday Night	119.84	56.0	0.0	0.0
0000030948	HGP	BUTC	Shift 2 @ OT	154.28	121.0	0.0	0.0
0000030948	HGP	BUTC	Shift 3 @ OT	161.10	107.0	0.0	0.0
0000030948	HGP	BUTC	Shift 6 @ OT	64.20	20.0	0.0	0.0
0000030948	HGP	BUTC	Shift 2 @ DT	68.00	40.0	0.0	0.0
0000030948	HGP	BUTC	Shift 3 @ DT	65.00	32.5	0.0	0.0
0000030948	HGP	BUTC	Shift 4 @ DT	36.48	16.0	0.0	0.0
0000030948	HGP	BUTC	Shift 5 @ DT	95.52	24.0	0.0	0.0
0000030948	HGP	BUTC	Shift 6 @ DT	17.12	4.0	0.0	0.0
0000030948	HGP	BUTC	Shift 3 @ .5X	25.16	50.0	0.0	0.0
0000030948	HGP	BUTC	Call-out OT @ 1.5	10,885.91	237.0	237.0	237.0
0000030948	HGP	BUTC	Call-out OT @ 2.0x	10,880.48	178.0	178.0	178.0
0000030948	HGP	BUTC	1.5	2,885.85	63.0	63.0	63.0
0000030948	HGP	BUTC	2.0	3,695.23	60.5	60.5	60.5
0000030948	HGP	BUTC	Scheduled OT @ 1.5x	4,592.34	100.0	100.0	100.0
0000030949	HGH	BUTC	Difference	421.94	487.0	0.0	0.0
0000030949	HGH	BUTC	Difference	(52.56)	55.0	0.0	0.0
0000030949	HGH	BUTC	REGULAR EARNINGS	25,551.24	858.0	858.0	858.0
0000030949	HGH	BUTC	REGULAR EARNINGS	23.36	32.0	32.0	0.0

EMPLOYEE ID	EMP DT	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030949	HGH	BUTC	Penalty @ .5X	81.90	5.5	0.0	0.0
0000030949	HGH	BUTC	Meals	288.00	24.0	0.0	0.0
0000030949	HGH	BUTC	Shift 2- Afternoon	136.00	160.0	0.0	0.0
0000030949	HGH	BUTC	Shift 3-Midnight	136.00	136.0	0.0	0.0
0000030949	HGH	BUTC	Shift 4-Sunday Day	45.60	40.0	0.0	0.0
0000030949	HGH	BUTC	Afternoon	47.76	24.0	0.0	0.0
0000030949	HGH	BUTC	Shift 6-Sunday Night	51.36	24.0	0.0	0.0
0000030949	HGH	BUTC	Shift 2 @ OT	26.78	21.0	0.0	0.0
0000030949	HGH	BUTC	Shift 3 @ OT	27.00	18.0	0.0	0.0
0000030949	HGH	BUTC	Shift 5 @ OT	35.82	12.0	0.0	0.0
0000030949	HGH	BUTC	Shift 3 @ DT	24.00	12.0	0.0	0.0
0000030949	HGH	BUTC	Shift 4 @ DT	185.82	81.5	0.0	0.0
0000030949	HGH	BUTC	Shift 5 @ DT	31.84	8.0	0.0	0.0
0000030949	HGH	BUTC	Shift 2 @ .5X	0.43	1.0	0.0	0.0
0000030949	HGH	BUTC	Shift 3 @ .5X	0.50	1.0	0.0	0.0
0000030949	HGH	BUTC	Shift 5 @ .5X	3.98	4.0	0.0	0.0
0000030949	HGH	BUTC	Call-out OT @ 1.5	4,556.34	102.0	102.0	102.0
0000030949	HGH	BUTC	Call-out OT @ 2.0x	7,976.08	133.9	133.9	133.9
0000030949	HGH	BUTC	Call-out OT @ 1.5	13.14	12.0	12.0	0.0
0000030949	HGH	BUTC	Call-out OT @ 2.0x	16.06	11.0	11.0	0.0
0000030949	HGH	BUTC	1.5	1,920.82	43.0	43.0	43.0
0000030949	HGH	BUTC	2.0	1,191.20	20.0	20.0	20.0
0000030949	HGH	BUTC	Scheduled OT @ 1.5x	1,429.44	32.0	32.0	32.0
0000030949	HGH	BUTC	Scheduled OT @ 2.0x	59.56	1.0	1.0	1.0
0000030949	HGP	BUTC	Adjustment-HEIRS	0.32	1.0	0.0	0.0
0000030949	HGP	BUTC	Difference	137.61	175.0	0.0	0.0
0000030949	HGP	BUTC	Difference	(137.61)	175.0	0.0	0.0
0000030949	HGP	BUTC	REGULAR EARNINGS	23,192.64	760.0	760.0	760.0
0000030949	HGP	BUTC	REGULAR EARNINGS	75.92	104.0	104.0	0.0
0000030949	HGP	BUTC	Penalty @ .5X	600.67	39.0	0.0	0.0
0000030949	HGP	BUTC	Meals	672.00	56.0	0.0	0.0
0000030949	HGP	BUTC	Shift 2- Afternoon	129.84	152.0	0.0	0.0
0000030949	HGP	BUTC	Shift 3-Midnight	104.24	104.0	0.0	0.0
0000030949	HGP	BUTC	Shift 4-Sunday Day	72.96	64.0	0.0	0.0
0000030949	HGP	BUTC	Afternoon	48.08	24.0	0.0	0.0
0000030949	HGP	BUTC	Shift 6-Sunday Night	51.60	24.0	0.0	0.0
0000030949	HGP	BUTC	Shift 2 @ OT	43.83	34.0	0.0	0.0
0000030949	HGP	BUTC	Shift 3 @ OT	45.24	30.0	0.0	0.0
0000030949	HGP	BUTC	Shift 4 @ OT	3.42	2.0	0.0	0.0
0000030949	HGP	BUTC	Shift 5 @ OT	47.76	16.0	0.0	0.0
0000030949	HGP	BUTC	Shift 6 @ OT	52.16	16.0	0.0	0.0
0000030949	HGP	BUTC	Shift 2 @ DT	102.00	60.0	0.0	0.0
0000030949	HGP	BUTC	Shift 3 @ DT	40.32	20.0	0.0	0.0
0000030949	HGP	BUTC	Shift 4 @ DT	36.48	16.0	0.0	0.0
0000030949	HGP	BUTC	Shift 5 @ DT	95.52	24.0	0.0	0.0
0000030949	HGP	BUTC	Shift 2 @ .5X	1.70	4.0	0.0	0.0
0000030949	HGP	BUTC	Shift 3 @ .5X	6.03	12.0	0.0	0.0
0000030949	HGP	BUTC	Shift 6 @ .5X	15.26	14.0	0.0	0.0
0000030949	HGP	BUTC	Call-out OT @ 1.5	7,048.78	153.3	153.3	153.3
0000030949	HGP	BUTC	Call-out OT @ 2.0x	8,833.23	144.5	144.5	144.5
0000030949	HGP	BUTC	Call-out OT @ 1.5	5.48	5.0	5.0	0.0



EMPLOYEE ID	EMP DT	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030949	HGP	BUTC	1.5	3,552.99	77.8	77.8	77.8
0000030949	HGP	BUTC	2.0	2,831.59	46.5	46.5	46.5
0000030949	HGP	BUTC	1.5	6.57	6.0	6.0	0.0
0000030949	HGP	BUTC	2.0	5.84	4.0	4.0	0.0
0000030949	HGP	BUTC	Scheduled OT @ 1.5x	1,832.40	40.0	40.0	40.0
0000030949	HGP	BUTC	Scheduled OT @ 2.0x	244.08	4.0	4.0	4.0
0000030949	HGP	BUTC	Scheduled OT @ 1.5x	8.76	8.0	8.0	0.0
0000030952	HGH	BUTC	Adjustment-HEIRS	0.80	1.0	0.0	0.0
0000030952	HGH	BUTC	Difference	0.00	44.0	0.0	0.0
0000030952	HGH	BUTC	REGULAR EARNINGS	48,112.00	1,612.0	1,612.0	1,612.0
0000030952	HGH	BUTC	Penalty @ .5X	327.58	22.0	0.0	0.0
0000030952	HGH	BUTC	Meals	612.00	51.0	0.0	0.0
0000030952	HGH	BUTC	Shift 2- Afternoon	443.76	520.0	0.0	0.0
0000030952	HGH	BUTC	Shift 3-Midnight	436.40	436.0	0.0	0.0
0000030952	HGH	BUTC	Shift 4-Sunday Day	54.88	48.0	0.0	0.0
0000030952	HGH	BUTC	Afternoon	143.92	72.0	0.0	0.0
0000030952	HGH	BUTC	Shift 6-Sunday Night	137.44	64.0	0.0	0.0
0000030952	HGH	BUTC	Shift 2 @ OT	129.69	101.5	0.0	0.0
0000030952	HGH	BUTC	Shift 3 @ OT	106.50	71.0	0.0	0.0
0000030952	HGH	BUTC	Shift 4 @ OT	13.68	8.0	0.0	0.0
0000030952	HGH	BUTC	Shift 5 @ OT	35.82	12.0	0.0	0.0
0000030952	HGH	BUTC	Shift 6 @ OT	25.68	8.0	0.0	0.0
0000030952	HGH	BUTC	Shift 2 @ DT	101.15	59.5	0.0	0.0
0000030952	HGH	BUTC	Shift 3 @ DT	41.00	20.5	0.0	0.0
0000030952	HGH	BUTC	Shift 4 @ DT	155.04	68.0	0.0	0.0
0000030952	HGH	BUTC	Shift 5 @ DT	238.80	60.0	0.0	0.0
0000030952	HGH	BUTC	Shift 2 @ .5X	3.40	8.0	0.0	0.0
0000030952	HGH	BUTC	Shift 3 @ .5X	6.00	12.0	0.0	0.0
0000030952	HGH	BUTC	Shift 5 @ .5X	1.99	2.0	0.0	0.0
0000030952	HGH	BUTC	Call-out OT @ 1.5	11,325.38	253.0	253.0	253.0
0000030952	HGH	BUTC	Call-out OT @ 2.0x	14,938.50	250.6	250.6	250.6
0000030952	HGH	BUTC	1.5	2,703.19	60.5	60.5	60.5
0000030952	HGH	BUTC	2.0	3,126.90	52.5	52.5	52.5
0000030952	HGH	BUTC	Scheduled OT @ 1.5x	5,018.52	112.0	112.0	112.0
0000030952	HGH	BUTC	Scheduled OT @ 2.0x	119.12	2.0	2.0	2.0
0000030954	HGH	BUTC	Adjustment-HEIRS	0.80	1.0	0.0	0.0
0000030954	HGH	BUTC	REGULAR EARNINGS	51,957.06	1,741.0	1,741.0	1,741.0
0000030954	HGH	BUTC	Penalty @ .5X	643.99	43.3	0.0	0.0
0000030954	HGH	BUTC	Meals	900.00	75.0	0.0	0.0
0000030954	HGH	BUTC	Shift 2- Afternoon	1,021.08	1,196.0	0.0	0.0
0000030954	HGH	BUTC	Shift 3-Midnight	124.00	124.0	0.0	0.0
0000030954	HGH	BUTC	Shift 4-Sunday Day	45.60	40.0	0.0	0.0
0000030954	HGH	BUTC	Afternoon	63.68	32.0	0.0	0.0
0000030954	HGH	BUTC	Shift 6-Sunday Night	68.48	32.0	0.0	0.0
0000030954	HGH	BUTC	Shift 2 @ OT	362.65	284.1	0.0	0.0
0000030954	HGH	BUTC	Shift 3 @ OT	42.00	28.0	0.0	0.0
0000030954	HGH	BUTC	Shift 4 @ OT	6.84	4.0	0.0	0.0
0000030954	HGH	BUTC	Shift 5 @ OT	11.94	4.0	0.0	0.0
0000030954	HGH	BUTC	Shift 2 @ DT	112.17	66.0	0.0	0.0
0000030954	HGH	BUTC	Shift 4 @ DT	156.52	68.5	0.0	0.0
0000030954	HGH	BUTC	Shift 5 @ DT	430.48	108.0	0.0	0.0

EMPLOYEE	COMP	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030954	HGH	BUTC	Shift 6 @ DT	34.24	8.0	0.0	0.0
0000030954	HGH	BUTC	Shift 2 @.5X	13.00	30.6	0.0	0.0
0000030954	HGH	BUTC	Shift 3 @.5X	3.00	6.0	0.0	0.0
0000030954	HGH	BUTC	Shift 5 @.5X	1.99	2.0	0.0	0.0
0000030954	HGH	BUTC	Call-out OT @ 1.5	11,083.32	248.0	248.0	248.0
0000030954	HGH	BUTC	Call-out OT @ 2.0x	15,617.92	262.0	262.0	262.0
0000030954	HGH	BUTC	1.5	6,179.67	138.3	138.3	138.3
0000030954	HGH	BUTC	2.0	4,601.01	77.3	77.3	77.3
0000030954	HGH	BUTC	Scheduled OT @ 1.5x	3,941.28	88.0	88.0	88.0
0000030954	HGH	BUTC	Scheduled OT @ 2.0x	138.97	2.3	2.3	2.3
0000030967	HGP	BUTC	Adjustment-HEIRS	0.36	1.0	0.0	0.0
0000030967	HGP	BUTC	Difference	502.49	459.3	0.0	0.0
0000030967	HGP	BUTC	REGULAR EARNINGS	4,245.60	192.0	192.0	192.0
0000030967	HGP	BUTC	Penalty @.5X	324.36	30.0	0.0	0.0
0000030967	HGP	BUTC	Penalty @ 1.0X	179.12	8.0	0.0	0.0
0000030967	HGP	BUTC	Meals	120.00	10.0	0.0	0.0
0000030967	HGP	BUTC	Shift 2- Afternoon	34.80	40.0	0.0	0.0
0000030967	HGP	BUTC	Shift 3-Midnight	40.16	40.0	0.0	0.0
0000030967	HGP	BUTC	Shift 4-Sunday Day	27.52	24.0	0.0	0.0
0000030967	HGP	BUTC	Afternoon	32.48	16.0	0.0	0.0
0000030967	HGP	BUTC	Shift 6-Sunday Night	17.36	8.0	0.0	0.0
0000030967	HGP	BUTC	Shift 2 @ OT	51.96	40.0	0.0	0.0
0000030967	HGP	BUTC	Shift 3 @ OT	66.12	44.0	0.0	0.0
0000030967	HGP	BUTC	Shift 4 @ OT	6.90	4.0	0.0	0.0
0000030967	HGP	BUTC	Shift 5 @ OT	6.09	2.0	0.0	0.0
0000030967	HGP	BUTC	Shift 2 @ DT	41.76	24.0	0.0	0.0
0000030967	HGP	BUTC	Shift 3 @ DT	10.50	5.3	0.0	0.0
0000030967	HGP	BUTC	Shift 6 @ DT	34.24	8.0	0.0	0.0
0000030967	HGP	BUTC	Shift 3 @.5X	12.03	24.0	0.0	0.0
0000030967	HGP	BUTC	Call-out OT @ 1.5	2,903.88	88.0	88.0	88.0
0000030967	HGP	BUTC	Call-out OT @ 2.0x	2,503.68	56.0	56.0	56.0
0000030967	HGP	BUTC	1.5	523.47	16.0	16.0	16.0
0000030967	HGP	BUTC	2.0	393.86	9.3	9.3	9.3
0000030967	HGP	BUTC	Scheduled OT @ 1.5x	791.16	24.0	24.0	24.0
0000030967	HGP	BUTC	Difference	65.70	16.0	0.0	0.0
0000030967	HGP	BUTC	REGULAR EARNINGS	8,888.00	440.0	440.0	440.0
0000030967	HGP	BUTC	Penalty @.5X	141.40	14.0	0.0	0.0
0000030967	HGP	BUTC	Meals	180.00	15.0	0.0	0.0
0000030967	HGP	BUTC	Shift 2- Afternoon	54.40	64.0	0.0	0.0
0000030967	HGP	BUTC	Shift 3-Midnight	24.00	24.0	0.0	0.0
0000030967	HGP	BUTC	Afternoon	15.92	8.0	0.0	0.0
0000030967	HGP	BUTC	Shift 6-Sunday Night	17.12	8.0	0.0	0.0
0000030967	HGP	BUTC	Shift 2 @ OT	72.68	57.0	0.0	0.0
0000030967	HGP	BUTC	Shift 3 @ OT	24.00	16.0	0.0	0.0
0000030967	HGP	BUTC	Shift 2 @ DT	27.20	16.0	0.0	0.0
0000030967	HGP	BUTC	Shift 3 @ DT	52.00	26.0	0.0	0.0
0000030967	HGP	BUTC	Shift 4 @ DT	25.08	11.0	0.0	0.0
0000030967	HGP	BUTC	Shift 5 @ DT	95.52	24.0	0.0	0.0
0000030967	HGP	BUTC	Shift 2 @.5X	0.85	2.0	0.0	0.0
0000030967	HGP	BUTC	Shift 3 @.5X	6.00	12.0	0.0	0.0
0000030967	HGP	BUTC	Call-out OT @ 1.5	2,090.70	69.0	69.0	69.0

EMPLOYEE	EMP. DT	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030967	HGP	BUTC	Call-out OT @ 2.0x	3,151.20	78.0	78.0	78.0
0000030967	HGP	BUTC	1.5	681.76	22.5	22.5	22.5
0000030967	HGP	BUTC	2.0	572.33	14.2	14.2	14.2
0000030967	HGP	BUTC	Scheduled OT @ 1.5x	242.40	8.0	8.0	8.0
0000030981	HGK	BUTC	REGULAR EARNINGS	35,763.53	1,087.5	1,087.5	1,087.5
0000030981	HGK	BUTC	Penalty @ .5X	49.20	3.0	0.0	0.0
0000030981	HGK	BUTC	1.5	2,121.59	43.0	0.0	0.0
0000030981	HGK	BUTC	2.0	755.34	11.5	0.0	0.0
0000030981	HGK	BUTC	Meals	1,368.00	114.0	0.0	0.0
0000030981	HGK	BUTC	Call-out OT @ 1.5	98.40	2.0	2.0	2.0
0000030981	HGK	BUTC	1.5	14,228.74	288.5	288.5	288.5
0000030981	HGK	BUTC	2.0	721.60	11.0	11.0	11.0
0000030981	HGK	BUTC	Scheduled OT @ 1.5x	8,143.38	165.0	165.0	165.0
0000030981	HGK	BUTC	Scheduled OT @ 2.0x	3,054.16	46.5	46.5	46.5
0000030986	HDS	BUTC	REGULAR EARNINGS	31,142.60	1,291.9	1,291.9	1,291.9
0000030986	HDS	BUTC	REGULAR EARNINGS	8.64	24.0	24.0	0.0
0000030986	HDS	BUTC	Exempt	192.76	8.0	0.0	0.0
0000030986	HDS	BUTC	2.0	24.05	0.5	0.0	0.0
0000030986	HDS	BUTC	Meals	24.00	2.0	0.0	0.0
0000030986	HDS	BUTC	Exempt	0.36	1.0	0.0	0.0
0000030986	HDS	BUTC	Call-out OT @ 1.5	246.51	6.8	6.8	6.8
0000030986	HDS	BUTC	Call-out OT @ 2.0x	96.20	2.0	2.0	2.0
0000030986	HDS	BUTC	1.5	90.19	2.5	2.5	2.5
0000030986	HDS	BUTC	Scheduled OT @ 1.5x	144.30	4.0	4.0	4.0
0000030993	HGK	BUTC	Difference	292.74	109.5	0.0	0.0
0000030993	HGK	BUTC	REGULAR EARNINGS	46,146.32	1,406.5	1,406.5	1,406.5
0000030993	HGK	BUTC	Penalty @ .5X	123.00	7.5	0.0	0.0
0000030993	HGK	BUTC	Penalty @ 1.0X	262.40	8.0	0.0	0.0
0000030993	HGK	BUTC	1.5	5,092.20	103.5	0.0	0.0
0000030993	HGK	BUTC	2.0	1,518.64	23.0	0.0	0.0
0000030993	HGK	BUTC	Meals	2,340.00	195.0	0.0	0.0
0000030993	HGK	BUTC	Call-out OT @ 1.5	295.20	6.0	6.0	6.0
0000030993	HGK	BUTC	Call-out OT @ 2.0x	2,991.36	44.5	44.5	44.5
0000030993	HGK	BUTC	1.5	19,906.32	404.5	404.5	404.5
0000030993	HGK	BUTC	2.0	360.80	5.5	5.5	5.5
0000030993	HGK	BUTC	Scheduled OT @ 1.5x	9,879.36	200.0	200.0	200.0
0000030993	HGK	BUTC	Scheduled OT @ 2.0x	7,393.12	112.5	112.5	112.5
0000030995	HGH	BUTC	REGULAR EARNINGS	51,358.83	1,758.0	1,758.0	1,758.0
0000030995	HGH	BUTC	Penalty @ .5X	58.32	4.0	0.0	0.0
0000030995	HGH	BUTC	2.0	379.08	6.5	0.0	0.0
0000030995	HGH	BUTC	Meals	252.00	21.0	0.0	0.0
0000030995	HGH	BUTC	Call-out OT @ 1.5	699.84	16.0	16.0	16.0
0000030995	HGH	BUTC	Call-out OT @ 2.0x	1,560.06	26.8	26.8	26.8
0000030995	HGH	BUTC	1.5	875.43	20.0	20.0	20.0
0000030995	HGH	BUTC	2.0	379.08	6.5	6.5	6.5
0000030995	HGH	BUTC	Scheduled OT @ 1.5x	2,279.52	52.0	52.0	52.0
0000031009	HGH	BUTC	Adjustment-HEIRS	0.08	1.0	0.0	0.0
0000031009	HGH	BUTC	REGULAR EARNINGS	53,411.12	1,790.0	1,790.0	1,790.0
0000031009	HGH	BUTC	Penalty @ .5X	294.09	19.7	0.0	0.0
0000031009	HGH	BUTC	Meals	912.00	76.0	0.0	0.0
0000031009	HGH	BUTC	Shift 2- Afternoon	440.36	516.0	0.0	0.0

EMPLOYEE ID	EMP DT	LAB COST CLASS	TNAME-A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000031009	HGH	BUTC	Shift 3-Midnight	400.72	400.0	0.0	0.0
0000031009	HGH	BUTC	Shift 4-Sunday Day	73.12	64.0	0.0	0.0
0000031009	HGH	BUTC	Afternoon	143.92	72.0	0.0	0.0
0000031009	HGH	BUTC	Shift 6-Sunday Night	171.44	80.0	0.0	0.0
0000031009	HGH	BUTC	Shift 2 @ OT	146.03	114.3	0.0	0.0
0000031009	HGH	BUTC	Shift 3 @ OT	57.03	38.0	0.0	0.0
0000031009	HGH	BUTC	Shift 4 @ OT	23.94	14.0	0.0	0.0
0000031009	HGH	BUTC	Shift 2 @ DT	22.39	13.2	0.0	0.0
0000031009	HGH	BUTC	Shift 3 @ DT	8.00	4.0	0.0	0.0
0000031009	HGH	BUTC	Shift 4 @ DT	187.85	82.3	0.0	0.0
0000031009	HGH	BUTC	Shift 5 @ DT	77.28	19.4	0.0	0.0
0000031009	HGH	BUTC	Shift 2 @.5X	2.66	6.2	0.0	0.0
0000031009	HGH	BUTC	Shift 3 @.5X	3.00	6.0	0.0	0.0
0000031009	HGH	BUTC	Call-out OT @ 1.5	12,637.14	282.3	282.3	282.3
0000031009	HGH	BUTC	Call-out OT @ 2.0x	14,807.55	248.5	248.5	248.5
0000031009	HGH	BUTC	1.5	5,322.36	119.1	119.1	119.1
0000031009	HGH	BUTC	2.0	789.17	13.3	13.3	13.3
0000031009	HGH	BUTC	Scheduled OT @ 1.5x	4,485.06	100.0	100.0	100.0
0000031009	HGH	BUTC	Scheduled OT @ 2.0x	269.74	4.5	4.5	4.5
0000031016	HGH	BUTC	Adjustment-HEIRS	0.16	1.0	0.0	0.0
0000031016	HGH	BUTC	REGULAR EARNINGS	44,658.08	1,744.0	1,744.0	1,744.0
0000031016	HGH	BUTC	Penalty @.5X	454.05	35.5	0.0	0.0
0000031016	HGH	BUTC	Meals	1,308.00	109.0	0.0	0.0
0000031016	HGH	BUTC	Shift 2- Afternoon	395.20	464.0	0.0	0.0
0000031016	HGH	BUTC	Shift 3-Midnight	504.64	504.0	0.0	0.0
0000031016	HGH	BUTC	Shift 4-Sunday Day	45.76	40.0	0.0	0.0
0000031016	HGH	BUTC	Afternoon	175.12	88.0	0.0	0.0
0000031016	HGH	BUTC	Shift 6-Sunday Night	239.92	112.0	0.0	0.0
0000031016	HGH	BUTC	Shift 2 @ OT	179.38	140.5	0.0	0.0
0000031016	HGH	BUTC	Shift 3 @ OT	139.52	93.0	0.0	0.0
0000031016	HGH	BUTC	Shift 4 @ OT	17.10	10.0	0.0	0.0
0000031016	HGH	BUTC	Shift 5 @ OT	29.85	10.0	0.0	0.0
0000031016	HGH	BUTC	Shift 6 @ OT	64.20	20.0	0.0	0.0
0000031016	HGH	BUTC	Shift 2 @ DT	79.90	47.0	0.0	0.0
0000031016	HGH	BUTC	Shift 3 @ DT	72.00	36.0	0.0	0.0
0000031016	HGH	BUTC	Shift 4 @ DT	82.08	36.0	0.0	0.0
0000031016	HGH	BUTC	Shift 5 @ DT	191.04	48.0	0.0	0.0
0000031016	HGH	BUTC	Shift 6 @ DT	85.60	20.0	0.0	0.0
0000031016	HGH	BUTC	Shift 2 @.5X	4.04	9.5	0.0	0.0
0000031016	HGH	BUTC	Shift 3 @.5X	9.00	18.0	0.0	0.0
0000031016	HGH	BUTC	Call-out OT @ 1.5	11,393.27	298.0	298.0	298.0
0000031016	HGH	BUTC	Call-out OT @ 2.0x	13,267.90	261.0	261.0	261.0
0000031016	HGH	BUTC	1.5	6,452.13	167.5	167.5	167.5
0000031016	HGH	BUTC	2.0	5,184.78	101.0	101.0	101.0
0000031016	HGH	BUTC	Scheduled OT @ 1.5x	3,685.68	96.0	96.0	96.0
0000031016	HGH	BUTC	Scheduled OT @ 2.0x	99.00	2.0	2.0	2.0
0000031019	HGC	BUTC	Adjustment-HEIRS	0.08	1.0	0.0	0.0
0000031019	HGC	BUTC	REGULAR EARNINGS	53,922.54	1,807.0	1,807.0	1,807.0
0000031019	HGC	BUTC	Penalty @.5X	517.86	34.8	0.0	0.0
0000031019	HGC	BUTC	Meals	900.00	75.0	0.0	0.0
0000031019	HGC	BUTC	Shift 2- Afternoon	651.32	764.0	0.0	0.0

EMPLOYEE ID	EMP DT	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000031019	HGC	BUTC	Shift 4-Sunday Day	127.84	112.0	0.0	0.0
0000031019	HGC	BUTC	Afternoon	239.44	120.0	0.0	0.0
0000031019	HGC	BUTC	Shift 2 @ OT	242.30	189.5	0.0	0.0
0000031019	HGC	BUTC	Shift 3 @ OT	36.00	24.0	0.0	0.0
0000031019	HGC	BUTC	Shift 4 @ OT	20.52	12.0	0.0	0.0
0000031019	HGC	BUTC	Shift 5 @ OT	21.04	7.0	0.0	0.0
0000031019	HGC	BUTC	Shift 2 @ DT	107.95	63.5	0.0	0.0
0000031019	HGC	BUTC	Shift 4 @ DT	82.08	36.0	0.0	0.0
0000031019	HGC	BUTC	Shift 5 @ DT	131.34	33.0	0.0	0.0
0000031019	HGC	BUTC	Shift 2 @ .5X	2.55	6.0	0.0	0.0
0000031019	HGC	BUTC	Shift 3 @ .5X	10.00	20.0	0.0	0.0
0000031019	HGC	BUTC	Call-out OT @ 1.5	8,621.31	193.0	193.0	193.0
0000031019	HGC	BUTC	Call-out OT @ 2.0x	13,437.66	225.5	225.5	225.5
0000031019	HGC	BUTC	1.5	6,363.85	142.3	142.3	142.3
0000031019	HGC	BUTC	2.0	3,186.46	53.5	53.5	53.5
0000031019	HGC	BUTC	Scheduled OT @ 1.5x	3,405.24	76.0	76.0	76.0
0000031019	HGC	BUTC	Scheduled OT @ 2.0x	15.11	0.3	0.3	0.3
0000031024	HGH	BUTC	Adjustment-HEIRS	0.32	1.0	0.0	0.0
0000031024	HGH	BUTC	REGULAR EARNINGS	50,836.96	1,704.0	1,704.0	1,704.0
0000031024	HGH	BUTC	Exempt	119.12	4.0	0.0	0.0
0000031024	HGH	BUTC	EST	59.56	2.0	0.0	0.0
0000031024	HGH	BUTC	Penalty @ .5X	209.19	14.0	0.0	0.0
0000031024	HGH	BUTC	Penalty @ 1.0X	183.06	6.0	0.0	0.0
0000031024	HGH	BUTC	Meals	624.00	52.0	0.0	0.0
0000031024	HGH	BUTC	Shift 2- Afternoon	492.16	576.0	0.0	0.0
0000031024	HGH	BUTC	Shift 3-Midnight	432.00	432.0	0.0	0.0
0000031024	HGH	BUTC	Shift 4-Sunday Day	45.60	40.0	0.0	0.0
0000031024	HGH	BUTC	Afternoon	143.28	72.0	0.0	0.0
0000031024	HGH	BUTC	Shift 6-Sunday Night	256.80	120.0	0.0	0.0
0000031024	HGH	BUTC	Shift 2 @ OT	126.16	98.8	0.0	0.0
0000031024	HGH	BUTC	Shift 3 @ OT	147.75	98.5	0.0	0.0
0000031024	HGH	BUTC	Shift 4 @ OT	7.70	4.5	0.0	0.0
0000031024	HGH	BUTC	Shift 5 @ OT	11.94	4.0	0.0	0.0
0000031024	HGH	BUTC	Shift 6 @ OT	12.84	4.0	0.0	0.0
0000031024	HGH	BUTC	Shift 2 @ DT	126.32	74.3	0.0	0.0
0000031024	HGH	BUTC	Shift 3 @ DT	49.00	24.5	0.0	0.0
0000031024	HGH	BUTC	Shift 4 @ DT	118.56	52.0	0.0	0.0
0000031024	HGH	BUTC	Shift 5 @ DT	122.39	30.8	0.0	0.0
0000031024	HGH	BUTC	Shift 6 @ DT	51.36	12.0	0.0	0.0
0000031024	HGH	BUTC	Shift 2 @ .5X	1.70	4.0	0.0	0.0
0000031024	HGH	BUTC	Shift 3 @ .5X	7.00	14.0	0.0	0.0
0000031024	HGH	BUTC	Shift 5 @ .5X	1.99	2.0	0.0	0.0
0000031024	HGH	BUTC	Call-out OT @ 1.5	9,189.43	205.6	205.6	205.6
0000031024	HGH	BUTC	Call-out OT @ 2.0x	14,793.67	248.4	248.4	248.4
0000031024	HGH	BUTC	1.5	2,807.32	62.8	62.8	62.8
0000031024	HGH	BUTC	2.0	3,365.14	56.5	56.5	56.5
0000031024	HGH	BUTC	Scheduled OT @ 1.5x	3,930.96	88.0	88.0	88.0
0000031024	HGH	BUTC	Scheduled OT @ 2.0x	476.48	8.0	8.0	8.0
0000031027	HGH	BUTC	Adjustment-HEIRS	0.34	1.0	0.0	0.0
0000031027	HGH	BUTC	Difference	0.00	214.0	0.0	0.0
0000031027	HGH	BUTC	REGULAR EARNINGS	25,572.90	855.5	855.5	855.5

EMPLOYEE ID	EMP DT	LAB CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000031027	HGH	BUTC	Penalty @.5X	418.21	28.0	0.0	0.0
0000031027	HGH	BUTC	Meals	408.00	34.0	0.0	0.0
0000031027	HGH	BUTC	Shift 2- Afternoon	191.68	224.0	0.0	0.0
0000031027	HGH	BUTC	Shift 3-Midnight	264.72	264.0	0.0	0.0
0000031027	HGH	BUTC	Shift 4-Sunday Day	36.64	32.0	0.0	0.0
0000031027	HGH	BUTC	Afternoon	79.92	40.0	0.0	0.0
0000031027	HGH	BUTC	Shift 6-Sunday Night	102.96	48.0	0.0	0.0
0000031027	HGH	BUTC	Shift 2 @ OT	28.06	22.0	0.0	0.0
0000031027	HGH	BUTC	Shift 3 @ OT	79.74	53.0	0.0	0.0
0000031027	HGH	BUTC	Shift 4 @ OT	0.44	0.3	0.0	0.0
0000031027	HGH	BUTC	Shift 2 @ DT	74.80	44.0	0.0	0.0
0000031027	HGH	BUTC	Shift 3 @ DT	20.02	10.0	0.0	0.0
0000031027	HGH	BUTC	Shift 4 @ DT	29.64	13.0	0.0	0.0
0000031027	HGH	BUTC	Shift 3 @.5X	10.03	20.0	0.0	0.0
0000031027	HGH	BUTC	Call-out OT @ 1.5	6,007.27	134.3	134.3	134.3
0000031027	HGH	BUTC	Call-out OT @ 2.0x	7,103.61	119.3	119.3	119.3
0000031027	HGH	BUTC	1.5	1,799.43	40.3	40.3	40.3
0000031027	HGH	BUTC	2.0	1,250.76	21.0	21.0	21.0
0000031027	HGH	BUTC	Scheduled OT @ 1.5x	2,159.64	48.0	48.0	48.0
0000031027	HGH	BUTC	Difference	163.62	56.0	0.0	0.0
0000031027	HGH	BUTC	REGULAR EARNINGS	22,477.32	828.0	828.0	828.0
0000031027	HGH	BUTC	Penalty @.5X	53.50	4.0	0.0	0.0
0000031027	HGH	BUTC	Meals	360.00	30.0	0.0	0.0
0000031027	HGH	BUTC	Shift 2- Afternoon	204.00	240.0	0.0	0.0
0000031027	HGH	BUTC	Shift 3-Midnight	192.00	192.0	0.0	0.0
0000031027	HGH	BUTC	Shift 4-Sunday Day	45.60	40.0	0.0	0.0
0000031027	HGH	BUTC	Afternoon	31.84	16.0	0.0	0.0
0000031027	HGH	BUTC	Shift 6-Sunday Night	17.12	8.0	0.0	0.0
0000031027	HGH	BUTC	Shift 2 @ OT	66.30	52.0	0.0	0.0
0000031027	HGH	BUTC	Shift 3 @ OT	21.00	14.0	0.0	0.0
0000031027	HGH	BUTC	Shift 2 @ DT	22.95	13.5	0.0	0.0
0000031027	HGH	BUTC	Shift 3 @ DT	8.00	4.0	0.0	0.0
0000031027	HGH	BUTC	Shift 4 @ DT	77.52	34.0	0.0	0.0
0000031027	HGH	BUTC	Shift 5 @ DT	127.36	32.0	0.0	0.0
0000031027	HGH	BUTC	Shift 2 @.5X	1.70	4.0	0.0	0.0
0000031027	HGH	BUTC	Call-out OT @ 1.5	3,946.98	96.7	96.7	96.7
0000031027	HGH	BUTC	Call-out OT @ 2.0x	5,121.38	95.0	95.0	95.0
0000031027	HGH	BUTC	1.5	2,152.55	53.0	53.0	53.0
0000031027	HGH	BUTC	2.0	2,264.28	42.0	42.0	42.0
0000031027	HGH	BUTC	Scheduled OT @ 1.5x	1,470.42	36.0	36.0	36.0
0000033344	HGH	BUTC	Adjustment-HEIRS	0.84	1.0	0.0	0.0
0000033344	HGH	BUTC	REGULAR EARNINGS	52,269.56	1,756.0	1,756.0	1,756.0
0000033344	HGH	BUTC	REGULAR EARNINGS	226.20	116.0	116.0	0.0
0000033344	HGH	BUTC	Penalty @.5X	268.45	18.0	0.0	0.0
0000033344	HGH	BUTC	Meals	828.00	69.0	0.0	0.0
0000033344	HGH	BUTC	Shift 2- Afternoon	456.08	536.0	0.0	0.0
0000033344	HGH	BUTC	Shift 3-Midnight	544.96	544.0	0.0	0.0
0000033344	HGH	BUTC	Shift 4-Sunday Day	73.12	64.0	0.0	0.0
0000033344	HGH	BUTC	Afternoon	159.20	80.0	0.0	0.0
0000033344	HGH	BUTC	Shift 6-Sunday Night	171.68	80.0	0.0	0.0
0000033344	HGH	BUTC	Shift 2 @ OT	199.14	156.0	0.0	0.0

EMPLOYEE ID	EMP-OT	LAB. COST CLASS	TNAME. A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000033344	HGH	BUTC	Shift 3 @ OT	57.24	38.0	0.0	0.0
0000033344	HGH	BUTC	Shift 4 @ OT	10.26	6.0	0.0	0.0
0000033344	HGH	BUTC	Shift 5 @ OT	68.66	23.0	0.0	0.0
0000033344	HGH	BUTC	Shift 6 @ OT	35.31	11.0	0.0	0.0
0000033344	HGH	BUTC	Shift 2 @ DT	108.80	64.0	0.0	0.0
0000033344	HGH	BUTC	Shift 3 @ DT	17.09	8.5	0.0	0.0
0000033344	HGH	BUTC	Shift 4 @ DT	132.56	58.0	0.0	0.0
0000033344	HGH	BUTC	Shift 5 @ DT	165.17	41.5	0.0	0.0
0000033344	HGH	BUTC	Shift 2 @ .5X	3.40	8.0	0.0	0.0
0000033344	HGH	BUTC	Shift 3 @ .5X	3.00	6.0	0.0	0.0
0000033344	HGH	BUTC	Shift 5 @ .5X	3.98	4.0	0.0	0.0
0000033344	HGH	BUTC	Call-out OT @ 1.5	10,939.26	246.0	246.0	246.0
0000033344	HGH	BUTC	Call-out OT @ 2.0x	12,453.50	209.5	209.5	209.5
0000033344	HGH	BUTC	Call-out OT @ 1.5	93.60	32.0	32.0	0.0
0000033344	HGH	BUTC	Call-out OT @ 2.0x	62.40	16.0	16.0	0.0
0000033344	HGH	BUTC	1.5	4,272.67	96.0	96.0	96.0
0000033344	HGH	BUTC	2.0	2,864.77	48.5	48.5	48.5
0000033344	HGH	BUTC	1.5	23.40	8.0	8.0	0.0
0000033344	HGH	BUTC	2.0	31.20	8.0	8.0	0.0
0000033344	HGH	BUTC	Scheduled OT @ 1.5x	4,614.36	104.0	104.0	104.0
0000033344	HGH	BUTC	Scheduled OT @ 2.0x	602.48	10.0	10.0	10.0
0000033344	HGH	BUTC	Scheduled OT @ 1.5x	46.80	16.0	16.0	0.0
0000033345	HGH	BUTC	Adjustment-HEIRS	0.48	1.0	0.0	0.0
0000033345	HGH	BUTC	REGULAR EARNINGS	43,609.79	1,813.0	1,813.0	1,813.0
0000033345	HGH	BUTC	Exempt	74.61	3.0	0.0	0.0
0000033345	HGH	BUTC	EST	50.22	2.0	0.0	0.0
0000033345	HGH	BUTC	Penalty @ .5X	397.95	32.8	0.0	0.0
0000033345	HGH	BUTC	Meals	1,320.00	110.0	0.0	0.0
0000033345	HGH	BUTC	Shift 2- Afternoon	433.24	508.0	0.0	0.0
0000033345	HGH	BUTC	Shift 3-Midnight	520.64	520.0	0.0	0.0
0000033345	HGH	BUTC	Shift 4-Sunday Day	64.00	56.0	0.0	0.0
0000033345	HGH	BUTC	Afternoon	191.36	96.0	0.0	0.0
0000033345	HGH	BUTC	Shift 6-Sunday Night	205.92	96.0	0.0	0.0
0000033345	HGH	BUTC	Shift 2 @ OT	226.46	176.8	0.0	0.0
0000033345	HGH	BUTC	Shift 3 @ OT	138.00	92.0	0.0	0.0
0000033345	HGH	BUTC	Shift 4 @ OT	20.52	12.0	0.0	0.0
0000033345	HGH	BUTC	Shift 5 @ OT	29.97	10.0	0.0	0.0
0000033345	HGH	BUTC	Shift 6 @ OT	12.84	4.0	0.0	0.0
0000033345	HGH	BUTC	Shift 2 @ DT	195.50	115.0	0.0	0.0
0000033345	HGH	BUTC	Shift 3 @ DT	88.00	44.0	0.0	0.0
0000033345	HGH	BUTC	Shift 4 @ DT	145.92	64.0	0.0	0.0
0000033345	HGH	BUTC	Shift 5 @ DT	338.30	85.0	0.0	0.0
0000033345	HGH	BUTC	Shift 6 @ DT	51.36	12.0	0.0	0.0
0000033345	HGH	BUTC	Shift 2 @ .5X	2.05	4.8	0.0	0.0
0000033345	HGH	BUTC	Shift 3 @ .5X	12.00	24.0	0.0	0.0
0000033345	HGH	BUTC	Shift 5 @ .5X	1.99	2.0	0.0	0.0
0000033345	HGH	BUTC	Call-out OT @ 1.5	9,360.81	261.0	261.0	261.0
0000033345	HGH	BUTC	Call-out OT @ 2.0x	16,762.04	350.0	350.0	350.0
0000033345	HGH	BUTC	1.5	5,960.34	166.3	166.3	166.3
0000033345	HGH	BUTC	2.0	5,517.52	116.0	116.0	116.0
0000033345	HGH	BUTC	Scheduled OT @ 1.5x	3,874.68	108.0	108.0	108.0

EMPLOYEE ID	EMP DT	LAB COST CLASS	TNAME_A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000033345	HGH	BUTC	Scheduled OT @ 2.0x	194.76	4.0	4.0	4.0
0000033740	HGP	BUTC	REGULAR EARNINGS	29,840.40	1,288.0	1,288.0	1,288.0
0000033740	HGP	BUTC	Penalty @ .5X	626.98	54.5	0.0	0.0
0000033740	HGP	BUTC	Meals	744.00	62.0	0.0	0.0
0000033740	HGP	BUTC	Shift 2- Afternoon	319.60	376.0	0.0	0.0
0000033740	HGP	BUTC	Shift 3-Midnight	408.00	408.0	0.0	0.0
0000033740	HGP	BUTC	Shift 4-Sunday Day	36.48	32.0	0.0	0.0
0000033740	HGP	BUTC	Afternoon	159.20	80.0	0.0	0.0
0000033740	HGP	BUTC	Shift 6-Sunday Night	102.72	48.0	0.0	0.0
0000033740	HGP	BUTC	Shift 2 @ OT	148.54	116.5	0.0	0.0
0000033740	HGP	BUTC	Shift 3 @ OT	190.50	127.0	0.0	0.0
0000033740	HGP	BUTC	Shift 5 @ OT	11.94	4.0	0.0	0.0
0000033740	HGP	BUTC	Shift 6 @ OT	57.78	18.0	0.0	0.0
0000033740	HGP	BUTC	Shift 2 @ DT	105.40	62.0	0.0	0.0
0000033740	HGP	BUTC	Shift 3 @ DT	145.00	72.5	0.0	0.0
0000033740	HGP	BUTC	Shift 4 @ DT	214.32	94.0	0.0	0.0
0000033740	HGP	BUTC	Shift 5 @ DT	167.16	42.0	0.0	0.0
0000033740	HGP	BUTC	Shift 2 @ .5X	2.76	6.5	0.0	0.0
0000033740	HGP	BUTC	Shift 3 @ .5X	24.00	48.0	0.0	0.0
0000033740	HGP	BUTC	Call-out OT @ 1.5	9,656.99	278.0	278.0	278.0
0000033740	HGP	BUTC	Call-out OT @ 2.0x	14,444.04	312.5	312.5	312.5
0000033740	HGP	BUTC	1.5	3,350.40	96.5	96.5	96.5
0000033740	HGP	BUTC	2.0	2,794.22	60.5	60.5	60.5
0000033740	HGP	BUTC	Scheduled OT @ 1.5x	2,506.44	72.0	72.0	72.0
0000033815	HGP	BUTC	REGULAR EARNINGS	2,991.54	146.0	146.0	146.0
0000033815	HGP	BUTC	Meals	12.00	1.0	0.0	0.0
0000033815	HGP	BUTC	1.5	276.62	9.0	9.0	9.0
0000033863	HGM	BUTC	Difference	276.46	109.5	0.0	0.0
0000033863	HGM	BUTC	REGULAR EARNINGS	53,651.35	1,765.0	1,765.0	1,765.0
0000033863	HGM	BUTC	EST	60.68	2.0	0.0	0.0
0000033863	HGM	BUTC	Penalty @ .5X	318.57	21.0	0.0	0.0
0000033863	HGM	BUTC	Penalty @ 1.0X	242.72	8.0	0.0	0.0
0000033863	HGM	BUTC	1.5	68.28	1.5	0.0	0.0
0000033863	HGM	BUTC	2.0	333.74	5.5	0.0	0.0
0000033863	HGM	BUTC	Meals	324.00	27.0	0.0	0.0
0000033863	HGM	BUTC	Call-out OT @ 1.5	184.74	4.0	4.0	4.0
0000033863	HGM	BUTC	Call-out OT @ 2.0x	123.16	2.0	2.0	2.0
0000033863	HGM	BUTC	1.5	1,319.82	29.0	29.0	29.0
0000033863	HGM	BUTC	2.0	60.68	1.0	1.0	1.0
0000033863	HGM	BUTC	Scheduled OT @ 1.5x	11,064.33	243.0	243.0	243.0
0000033863	HGM	BUTC	Scheduled OT @ 2.0x	5,703.92	94.0	94.0	94.0
0000034431	HGC	BUTC	Adjustment-HEIRS	0.32	1.0	0.0	0.0
0000034431	HGC	BUTC	REGULAR EARNINGS	45,153.46	1,513.0	1,513.0	1,513.0
0000034431	HGC	BUTC	Exempt	29.78	1.0	0.0	0.0
0000034431	HGC	BUTC	Penalty @ .5X	792.89	53.3	0.0	0.0
0000034431	HGC	BUTC	Meals	1,548.00	129.0	0.0	0.0
0000034431	HGC	BUTC	Shift 2- Afternoon	468.94	550.0	0.0	0.0
0000034431	HGC	BUTC	Shift 4-Sunday Day	118.88	104.0	0.0	0.0
0000034431	HGC	BUTC	Afternoon	191.68	96.0	0.0	0.0
0000034431	HGC	BUTC	Shift 2 @ OT	134.16	104.8	0.0	0.0
0000034431	HGC	BUTC	Shift 3 @ OT	48.00	32.0	0.0	0.0



EMPLOYEE ID	EMP DT	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000034431	HGC	BUTC	Shift 4 @ OT	41.04	24.0	0.0	0.0
0000034431	HGC	BUTC	Shift 5 @ OT	29.91	10.0	0.0	0.0
0000034431	HGC	BUTC	Shift 6 @ OT	51.36	16.0	0.0	0.0
0000034431	HGC	BUTC	Shift 2 @ DT	124.10	73.0	0.0	0.0
0000034431	HGC	BUTC	Shift 3 @ DT	36.00	18.0	0.0	0.0
0000034431	HGC	BUTC	Shift 4 @ DT	92.91	40.8	0.0	0.0
0000034431	HGC	BUTC	Shift 5 @ DT	148.26	37.3	0.0	0.0
0000034431	HGC	BUTC	Shift 2 @.5X	3.62	8.5	0.0	0.0
0000034431	HGC	BUTC	Shift 3 @.5X	9.00	18.0	0.0	0.0
0000034431	HGC	BUTC	Shift 5 @.5X	1.99	2.0	0.0	0.0
0000034431	HGC	BUTC	Shift 6 @.5X	14.98	14.0	0.0	0.0
0000034431	HGC	BUTC	Call-out OT @ 1.5	6,792.42	152.0	152.0	152.0
0000034431	HGC	BUTC	Call-out OT @ 2.0x	18,892.99	317.0	317.0	317.0
0000034431	HGC	BUTC	1.5	8,206.33	183.6	183.6	183.6
0000034431	HGC	BUTC	2.0	7,847.03	131.8	131.8	131.8
0000034431	HGC	BUTC	Scheduled OT @ 1.5x	3,578.76	80.0	80.0	80.0
0000034431	HGC	BUTC	Scheduled OT @ 2.0x	15.11	0.3	0.3	0.3
0000034515	HGM	BUTC	REGULAR EARNINGS	50,874.57	1,673.5	1,673.5	1,673.5
0000034515	HGM	BUTC	EST	60.68	2.0	0.0	0.0
0000034515	HGM	BUTC	Penalty @.5X	197.21	13.0	0.0	0.0
0000034515	HGM	BUTC	1.5	136.55	3.0	0.0	0.0
0000034515	HGM	BUTC	2.0	577.81	9.5	0.0	0.0
0000034515	HGM	BUTC	Meals	504.00	42.0	0.0	0.0
0000034515	HGM	BUTC	Call-out OT @ 1.5	639.84	14.0	14.0	14.0
0000034515	HGM	BUTC	Call-out OT @ 2.0x	852.22	14.0	14.0	14.0
0000034515	HGM	BUTC	TIME	15.17	0.5	0.5	0.5
0000034515	HGM	BUTC	1.5	2,346.50	51.5	51.5	51.5
0000034515	HGM	BUTC	2.0	609.05	10.0	10.0	10.0
0000034515	HGM	BUTC	Scheduled OT @ 1.5x	9,289.44	204.0	204.0	204.0
0000034515	HGM	BUTC	Scheduled OT @ 2.0x	5,794.94	95.5	95.5	95.5
0000034522	HGP	BUTC	Adjustment-HEIRS	0.40	1.0	0.0	0.0
0000034522	HGP	BUTC	Difference	12,423.31	2,691.8	0.0	0.0
0000034522	HGP	BUTC	Difference	(13,749.15)	2,401.8	0.0	0.0
0000034522	HGP	BUTC	REGULAR EARNINGS	38,845.64	1,932.0	1,932.0	1,932.0
0000034522	HGP	BUTC	REGULAR EARNINGS	6,685.20	1,460.0	1,460.0	0.0
0000034522	HGP	BUTC	Penalty @.5X	604.89	61.0	0.0	0.0
0000034522	HGP	BUTC	Meals	1,332.00	111.0	0.0	0.0
0000034522	HGP	BUTC	Penalty @.5X	119.83	52.0	0.0	0.0
0000034522	HGP	BUTC	Shift 2- Afternoon	474.36	556.0	0.0	0.0
0000034522	HGP	BUTC	Shift 3-Midnight	552.72	552.0	0.0	0.0
0000034522	HGP	BUTC	Shift 4-Sunday Day	45.60	40.0	0.0	0.0
0000034522	HGP	BUTC	Afternoon	159.52	80.0	0.0	0.0
0000034522	HGP	BUTC	Shift 6-Sunday Night	256.80	120.0	0.0	0.0
0000034522	HGP	BUTC	Shift 2 @ OT	153.93	120.5	0.0	0.0
0000034522	HGP	BUTC	Shift 3 @ OT	195.12	130.0	0.0	0.0
0000034522	HGP	BUTC	Shift 4 @ OT	13.68	8.0	0.0	0.0
0000034522	HGP	BUTC	Shift 5 @ OT	35.82	12.0	0.0	0.0
0000034522	HGP	BUTC	Shift 6 @ OT	25.68	8.0	0.0	0.0
0000034522	HGP	BUTC	Shift 2 @ DT	178.50	105.0	0.0	0.0
0000034522	HGP	BUTC	Shift 3 @ DT	180.00	90.0	0.0	0.0
0000034522	HGP	BUTC	Shift 4 @ DT	201.28	88.0	0.0	0.0

EMPLOYEE	COMP	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000034522	HGP	BUTC	Shift 5 @ DT	301.49	75.8	0.0	0.0
0000034522	HGP	BUTC	Shift 6 @ DT	34.24	8.0	0.0	0.0
0000034522	HGP	BUTC	Shift 2 @ 5X	4.25	10.0	0.0	0.0
0000034522	HGP	BUTC	Shift 3 @ 5X	21.00	42.0	0.0	0.0
0000034522	HGP	BUTC	Shift 5 @ 5X	3.98	4.0	0.0	0.0
0000034522	HGP	BUTC	Call-out OT @ 1.5	9,226.41	303.5	303.5	303.5
0000034522	HGP	BUTC	Call-out OT @ 2.0x	16,019.03	406.8	406.8	406.8
0000034522	HGP	BUTC	Call-out OT @ 1.5	1,316.79	190.0	190.0	0.0
0000034522	HGP	BUTC	Call-out OT @ 2.0x	3,003.89	324.5	324.5	0.0
0000034522	HGP	BUTC	1.5	5,400.46	184.5	184.5	184.5
0000034522	HGP	BUTC	2.0	3,581.82	93.0	93.0	93.0
0000034522	HGP	BUTC	1.5	997.63	143.0	143.0	0.0
0000034522	HGP	BUTC	2.0	812.58	88.3	88.3	0.0
0000034522	HGP	BUTC	Scheduled OT @ 1.5x	2,840.58	92.0	92.0	92.0
0000034522	HGP	BUTC	Scheduled OT @ 2.0x	95.68	2.0	2.0	2.0
0000034522	HGP	BUTC	Scheduled OT @ 1.5x	456.00	68.0	68.0	0.0
0000034522	HGP	BUTC	Scheduled OT @ 2.0x	35.52	4.0	4.0	0.0
0000034712	HGK	BUTC	REGULAR EARNINGS	39,184.65	1,191.0	1,191.0	1,191.0
0000034712	HGK	BUTC	Penalty @ 5X	273.54	16.5	0.0	0.0
0000034712	HGK	BUTC	1.5	3,429.97	69.5	0.0	0.0
0000034712	HGK	BUTC	2.0	230.07	3.5	0.0	0.0
0000034712	HGK	BUTC	Meals	1,776.00	148.0	0.0	0.0
0000034712	HGK	BUTC	Call-out OT @ 1.5	393.60	8.0	8.0	8.0
0000034712	HGK	BUTC	Call-out OT @ 2.0x	623.20	9.5	9.5	9.5
0000034712	HGK	BUTC	TIME	16.40	0.5	0.5	0.5
0000034712	HGK	BUTC	1.5	15,382.52	311.8	311.8	311.8
0000034712	HGK	BUTC	2.0	98.40	1.5	1.5	1.5
0000034712	HGK	BUTC	Scheduled OT @ 1.5x	3,947.28	80.0	80.0	80.0
0000034712	HGK	BUTC	Scheduled OT @ 2.0x	1,513.03	23.0	23.0	23.0
0000034767	HGC	BUTC	Adjustment-HEIRS	0.35	1.0	0.0	0.0
0000034767	HGC	BUTC	REGULAR EARNINGS	26,243.16	878.0	878.0	878.0
0000034767	HGC	BUTC	Penalty @ 5X	156.35	10.5	0.0	0.0
0000034767	HGC	BUTC	Meals	372.00	31.0	0.0	0.0
0000034767	HGC	BUTC	Shift 2- Afternoon	307.44	360.0	0.0	0.0
0000034767	HGC	BUTC	Shift 4-Sunday Day	64.16	56.0	0.0	0.0
0000034767	HGC	BUTC	Afternoon	79.92	40.0	0.0	0.0
0000034767	HGC	BUTC	Shift 2 @ OT	106.82	83.4	0.0	0.0
0000034767	HGC	BUTC	Shift 5 @ OT	46.27	15.5	0.0	0.0
0000034767	HGC	BUTC	Shift 2 @ DT	36.06	21.0	0.0	0.0
0000034767	HGC	BUTC	Shift 3 @ DT	16.00	8.0	0.0	0.0
0000034767	HGC	BUTC	Shift 4 @ DT	18.24	8.0	0.0	0.0
0000034767	HGC	BUTC	Shift 5 @ DT	15.92	4.0	0.0	0.0
0000034767	HGC	BUTC	Shift 2 @ 5X	1.71	4.0	0.0	0.0
0000034767	HGC	BUTC	Shift 5 @ 5X	3.98	4.0	0.0	0.0
0000034767	HGC	BUTC	Call-out OT @ 1.5	901.14	20.0	20.0	20.0
0000034767	HGC	BUTC	Call-out OT @ 2.0x	3,651.22	61.0	61.0	61.0
0000034767	HGC	BUTC	1.5	3,843.50	85.9	85.9	85.9
0000034767	HGC	BUTC	2.0	1,047.26	17.6	17.6	17.6
0000034767	HGC	BUTC	Scheduled OT @ 1.5x	1,975.80	44.0	44.0	44.0
0000034767	HGC	BUTC	Scheduled OT @ 2.0x	178.68	3.0	3.0	3.0
0000034776	HGC	BUTC	REGULAR EARNINGS	26,372.60	882.0	882.0	882.0

EMPLOYEE ID	CMP	DI	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000034776	HGC	BUTC	Penalty @ .5X		340.31	22.8	0.0	0.0
0000034776	HGC	BUTC	Meals		516.00	43.0	0.0	0.0
0000034776	HGC	BUTC	Shift 2- Afternoon		260.00	304.0	0.0	0.0
0000034776	HGC	BUTC	Shift 4-Sunday Day		73.28	64.0	0.0	0.0
0000034776	HGC	BUTC	Afternoon		144.24	72.0	0.0	0.0
0000034776	HGC	BUTC	Shift 2 @ OT		125.75	97.8	0.0	0.0
0000034776	HGC	BUTC	Shift 3 @ OT		12.00	8.0	0.0	0.0
0000034776	HGC	BUTC	Shift 4 @ OT		1.71	1.0	0.0	0.0
0000034776	HGC	BUTC	Shift 5 @ OT		61.38	20.5	0.0	0.0
0000034776	HGC	BUTC	Shift 2 @ DT		13.76	8.0	0.0	0.0
0000034776	HGC	BUTC	Shift 3 @ DT		16.00	8.0	0.0	0.0
0000034776	HGC	BUTC	Shift 5 @ DT		17.91	4.5	0.0	0.0
0000034776	HGC	BUTC	Shift 2 @ .5X		6.37	14.8	0.0	0.0
0000034776	HGC	BUTC	Shift 3 @ .5X		3.00	6.0	0.0	0.0
0000034776	HGC	BUTC	Shift 4 @ .5X		0.57	1.0	0.0	0.0
0000034776	HGC	BUTC	Shift 5 @ .5X		1.99	2.0	0.0	0.0
0000034776	HGC	BUTC	Call-out OT @ 1.5		2,742.16	61.3	61.3	61.3
0000034776	HGC	BUTC	Call-out OT @ 2.0x		3,086.75	51.8	51.8	51.8
0000034776	HGC	BUTC	1.5		4,104.89	91.5	91.5	91.5
0000034776	HGC	BUTC	2.0		1,502.98	25.0	25.0	25.0
0000034776	HGC	BUTC	Scheduled OT @ 1.5x		2,159.64	48.0	48.0	48.0
0000034776	HGC	BUTC	Scheduled OT @ 2.0x		1,252.21	20.8	20.8	20.8
0000030257	HWC	CD-CE	REGULAR EARNINGS		59,469.62	1,748.0	1,748.0	1,748.0
0000030838	HWK	CD-CE	REGULAR EARNINGS		57,586.90	1,728.0	1,728.0	1,728.0
0000031025	HWI	COMP	REGULAR EARNINGS		46,853.73	1,876.5	1,876.5	1,876.5
0000031025	HWI	COMP	Exempt		3,719.53	100.0	100.0	100.0
0000033026	HWI	COMP	REGULAR EARNINGS		3,396.93	128.0	128.0	128.0
0000034800	HWI	COMP	REGULAR EARNINGS		20,557.66	802.3	802.3	802.3
0000034800	HWI	COMP	TIME		12.81	0.5	0.5	0.5
0000034800	HWI	COMP	Exempt		1,326.10	34.5	34.5	34.5
0000034875	HWI	COMP	REGULAR EARNINGS		11,013.17	438.0	438.0	438.0
0000034875	HWI	COMP	Exempt		641.18	17.0	17.0	17.0
0000030337	HWK	CP-CE	Difference		47.52	30.0	0.0	0.0
0000030337	HWK	CP-CE	REGULAR EARNINGS		50,283.99	1,772.8	1,772.8	1,772.8
0000030337	HWK	CP-CE	1.5		471.84	11.0	11.0	11.0
0000030924	HWC	CP-CE	Difference		193.76	136.0	0.0	0.0
0000030924	HWC	CP-CE	REGULAR EARNINGS		49,679.05	1,751.5	1,751.5	1,751.5
0000030924	HWC	CP-CE	Meals		12.00	1.0	0.0	0.0
0000030924	HWC	CP-CE	1.5		84.93	2.0	2.0	2.0
0000030931	HWC	CP-CE	Difference		591.57	386.5	0.0	0.0
0000030931	HWC	CP-CE	REGULAR EARNINGS		50,181.19	1,769.0	1,769.0	1,769.0
0000030931	HWC	CP-CE	1.5		318.48	7.5	0.0	0.0
0000030931	HWC	CP-CE	Meals		180.00	15.0	0.0	0.0
0000030931	HWC	CP-CE	1.5		2,080.80	49.0	49.0	49.0
0000030931	HWC	CP-CE	Scheduled OT @ 1.5x		169.86	4.0	4.0	4.0
0000030934	HWC	CP-CE	REGULAR EARNINGS		50,595.76	1,784.0	1,784.0	1,784.0
0000030934	HWC	CP-CE	Meals		12.00	1.0	0.0	0.0
0000030934	HWC	CP-CE	1.5		688.27	16.0	16.0	16.0
0000030996	HWK	CP-CE	Difference		261.76	184.0	0.0	0.0
0000030996	HWK	CP-CE	REGULAR EARNINGS		52,679.19	1,857.0	1,857.0	1,857.0
0000030996	HWK	CP-CE	1.5		728.99	17.2	17.2	17.2

EMPLOYEE	EMP ID	LAB CLASS	NAME	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000020288	HDH	CREW	REGULAR EARNINGS	50,158.33	1,649.5	1,649.5	1,649.5
0000020288	HDH	CREW	Penalty @ .5X	2,130.69	140.0	0.0	0.0
0000020288	HDH	CREW	Penalty @ 1.0X	1,016.39	33.5	0.0	0.0
0000020288	HDH	CREW	1.5	523.75	11.5	0.0	0.0
0000020288	HDH	CREW	2.0	576.46	9.5	0.0	0.0
0000020288	HDH	CREW	Meals	624.00	52.0	0.0	0.0
0000020288	HDH	CREW	Call-out OT @ 1.5	364.08	8.0	8.0	8.0
0000020288	HDH	CREW	Call-out OT @ 2.0x	1,149.89	19.0	19.0	19.0
0000020288	HDH	CREW	TIME	349.82	11.5	11.5	11.5
0000020288	HDH	CREW	1.5	5,872.88	129.0	129.0	129.0
0000020288	HDH	CREW	2.0	1,304.62	21.5	21.5	21.5
0000020288	HDH	CREW	Scheduled OT @ 1.5x	1,616.48	35.0	35.0	35.0
0000020288	HDH	CREW	REGULAR EARNINGS	4,368.96	144.0	144.0	144.0
0000020288	HDH	CREW	2.0	121.36	2.0	0.0	0.0
0000020288	HDH	CREW	Meals	84.00	7.0	0.0	0.0
0000020288	HDH	CREW	Shift 2- Afternoon	54.40	64.0	0.0	0.0
0000020288	HDH	CREW	Shift 2 @ OT	3.83	3.0	0.0	0.0
0000020288	HDH	CREW	Call-out OT @ 1.5	273.06	6.0	6.0	6.0
0000020288	HDH	CREW	Call-out OT @ 2.0x	1,729.38	28.5	28.5	28.5
0000020288	HDH	CREW	1.5	386.84	8.5	8.5	8.5
0000020288	HDH	CREW	Scheduled OT @ 1.5x	364.08	8.0	8.0	8.0
0000020288	HDH	CREW	Scheduled OT @ 2.0x	121.36	2.0	2.0	2.0
0000020591	HDW	CREW	Difference	182.64	89.8	0.0	0.0
0000020591	HDW	CREW	REGULAR EARNINGS	50,925.35	1,675.5	1,675.5	1,675.5
0000020591	HDW	CREW	Penalty @ .5X	1,315.22	86.5	0.0	0.0
0000020591	HDW	CREW	Penalty @ 1.0X	364.08	12.0	0.0	0.0
0000020591	HDW	CREW	1.5	205.61	4.5	0.0	0.0
0000020591	HDW	CREW	2.0	1,469.75	24.0	0.0	0.0
0000020591	HDW	CREW	Meals	780.00	65.0	0.0	0.0
0000020591	HDW	CREW	Call-out OT @ 1.5	3,051.59	66.4	66.4	66.4
0000020591	HDW	CREW	Call-out OT @ 2.0x	5,153.47	83.8	83.8	83.8
0000020591	HDW	CREW	TIME	91.02	3.0	3.0	3.0
0000020591	HDW	CREW	1.5	3,518.98	77.2	77.2	77.2
0000020591	HDW	CREW	2.0	1,459.02	24.0	24.0	24.0
0000020591	HDW	CREW	Scheduled OT @ 1.5x	16,163.24	354.8	354.8	354.8
0000020591	HDW	CREW	Scheduled OT @ 2.0x	2,351.35	38.8	38.8	38.8
0000030302	HDW	CREW	Difference	419.83	311.0	0.0	0.0
0000030302	HDW	CREW	REGULAR EARNINGS	49,630.08	1,632.0	1,632.0	1,632.0
0000030302	HDW	CREW	Penalty @ .5X	1,340.67	88.3	0.0	0.0
0000030302	HDW	CREW	Penalty @ 1.0X	621.97	20.5	0.0	0.0
0000030302	HDW	CREW	1.5	250.33	5.5	0.0	0.0
0000030302	HDW	CREW	2.0	1,067.90	17.5	0.0	0.0
0000030302	HDW	CREW	Differential-Standby	10.88	14.5	0.0	0.0
0000030302	HDW	CREW	Meals	600.00	50.0	0.0	0.0
0000030302	HDW	CREW	Call-out OT @ 1.5	654.70	14.3	14.3	14.3
0000030302	HDW	CREW	Call-out OT @ 2.0x	3,112.47	50.8	50.8	50.8
0000030302	HDW	CREW	TIME	152.45	5.0	5.0	5.0
0000030302	HDW	CREW	1.5	3,858.02	84.6	84.6	84.6
0000030302	HDW	CREW	2.0	1,380.47	22.8	22.8	22.8
0000030302	HDW	CREW	Scheduled OT @ 1.5x	15,236.87	334.3	334.3	334.3
0000030302	HDW	CREW	Scheduled OT @ 2.0x	2,821.62	46.5	46.5	46.5

EMPLOYEE ID	COMP	LAB COST CLASS	TNAME/A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030302	HDW	CREW	Difference	46.35	33.0	0.0	0.0
0000030302	HDW	CREW	REGULAR EARNINGS	7,038.88	232.0	232.0	232.0
0000030302	HDW	CREW	Penalty @ .5X	64.47	4.3	0.0	0.0
0000030302	HDW	CREW	1.5	22.76	0.5	0.0	0.0
0000030302	HDW	CREW	2.0	182.04	3.0	0.0	0.0
0000030302	HDW	CREW	Meals	204.00	17.0	0.0	0.0
0000030302	HDW	CREW	Shift 2- Afternoon	81.60	96.0	0.0	0.0
0000030302	HDW	CREW	Shift 4-Sunday Day	9.12	8.0	0.0	0.0
0000030302	HDW	CREW	Afternoon	31.84	16.0	0.0	0.0
0000030302	HDW	CREW	Shift 2 @ OT	19.45	15.3	0.0	0.0
0000030302	HDW	CREW	Shift 2 @ DT	14.45	8.5	0.0	0.0
0000030302	HDW	CREW	Shift 2 @ .5X	1.81	4.3	0.0	0.0
0000030302	HDW	CREW	Call-out OT @ 1.5	1,069.49	23.5	23.5	23.5
0000030302	HDW	CREW	Call-out OT @ 2.0x	1,820.40	30.0	30.0	30.0
0000030302	HDW	CREW	1.5	1,513.21	33.3	33.3	33.3
0000030302	HDW	CREW	2.0	758.50	12.5	12.5	12.5
0000030302	HDW	CREW	Scheduled OT @ 1.5x	364.08	8.0	8.0	8.0
0000030326	HDH	CREW	Difference	28.91	10.5	0.0	0.0
0000030326	HDH	CREW	REGULAR EARNINGS	40,360.54	1,326.5	1,326.5	1,326.5
0000030326	HDH	CREW	Penalty @ .5X	1,093.74	72.0	0.0	0.0
0000030326	HDH	CREW	1.5	730.22	16.0	0.0	0.0
0000030326	HDH	CREW	2.0	638.04	10.5	0.0	0.0
0000030326	HDH	CREW	Meals	624.00	52.0	0.0	0.0
0000030326	HDH	CREW	Call-out OT @ 1.5	819.18	18.0	18.0	18.0
0000030326	HDH	CREW	Call-out OT @ 2.0x	2,796.81	46.0	46.0	46.0
0000030326	HDH	CREW	TIME	167.10	5.5	5.5	5.5
0000030326	HDH	CREW	1.5	5,614.98	123.0	123.0	123.0
0000030326	HDH	CREW	2.0	758.50	12.5	12.5	12.5
0000030326	HDH	CREW	Scheduled OT @ 1.5x	3,543.23	77.5	77.5	77.5
0000030326	HDH	CREW	Scheduled OT @ 2.0x	153.95	2.5	2.5	2.5
0000030326	HDH	CREW	REGULAR EARNINGS	4,854.40	160.0	160.0	160.0
0000030326	HDH	CREW	Penalty @ .5X	212.38	14.0	0.0	0.0
0000030326	HDH	CREW	2.0	212.38	3.5	0.0	0.0
0000030326	HDH	CREW	Meals	384.00	32.0	0.0	0.0
0000030326	HDH	CREW	Shift 2- Afternoon	61.20	72.0	0.0	0.0
0000030326	HDH	CREW	Shift 4-Sunday Day	18.24	16.0	0.0	0.0
0000030326	HDH	CREW	Afternoon	15.92	8.0	0.0	0.0
0000030326	HDH	CREW	Shift 2 @ OT	12.75	10.0	0.0	0.0
0000030326	HDH	CREW	Shift 3 @ OT	33.00	22.0	0.0	0.0
0000030326	HDH	CREW	Shift 4 @ OT	1.71	1.0	0.0	0.0
0000030326	HDH	CREW	Shift 6 @ OT	9.63	3.0	0.0	0.0
0000030326	HDH	CREW	Shift 2 @ DT	13.60	8.0	0.0	0.0
0000030326	HDH	CREW	Shift 2 @ .5X	2.98	7.0	0.0	0.0
0000030326	HDH	CREW	Shift 3 @ .5X	2.00	4.0	0.0	0.0
0000030326	HDH	CREW	Shift 6 @ .5X	3.21	3.0	0.0	0.0
0000030326	HDH	CREW	Call-out OT @ 1.5	1,501.83	33.0	33.0	33.0
0000030326	HDH	CREW	1.5	1,501.84	33.0	33.0	33.0
0000030326	HDH	CREW	2.0	1,243.94	20.5	20.5	20.5
0000030607	HDH	CREW	Difference	7,625.50	2,224.3	0.0	0.0
0000030607	HDH	CREW	REGULAR EARNINGS	55,610.40	1,692.0	1,692.0	1,692.0
0000030607	HDH	CREW	Penalty @ .5X	341.79	20.8	0.0	0.0

EMPLOYEE ID	COMP DT	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030607	HDH	CREW	Penalty @ 1.0X	262.40	8.0	0.0	0.0
0000030607	HDH	CREW	1.5	148.31	3.0	0.0	0.0
0000030607	HDH	CREW	2.0	525.74	8.0	0.0	0.0
0000030607	HDH	CREW	Meals	288.00	24.0	0.0	0.0
0000030607	HDH	CREW	Call-out OT @ 1.5	447.03	9.0	9.0	9.0
0000030607	HDH	CREW	Call-out OT @ 2.0x	2,236.04	34.0	34.0	34.0
0000030607	HDH	CREW	TIME	98.40	3.0	3.0	3.0
0000030607	HDH	CREW	1.5	1,993.66	40.5	40.5	40.5
0000030607	HDH	CREW	2.0	1,476.00	22.5	22.5	22.5
0000030607	HDH	CREW	Scheduled OT @ 1.5x	393.60	8.0	8.0	8.0
0000030607	HDH	CREW	Scheduled OT @ 2.0x	754.40	11.5	11.5	11.5
0000030622	HDW	CREW	Difference	8,758.48	2,441.0	0.0	0.0
0000030622	HDW	CREW	REGULAR EARNINGS	58,785.32	1,786.0	1,786.0	1,786.0
0000030622	HDW	CREW	Penalty @ .5X	311.72	19.0	0.0	0.0
0000030622	HDW	CREW	Penalty @ 1.0X	328.00	10.0	0.0	0.0
0000030622	HDW	CREW	1.5	319.80	6.5	0.0	0.0
0000030622	HDW	CREW	2.0	1,279.67	19.5	0.0	0.0
0000030622	HDW	CREW	Differential-Standby	11.25	15.0	0.0	0.0
0000030622	HDW	CREW	Meals	624.00	52.0	0.0	0.0
0000030622	HDW	CREW	Call-out OT @ 1.5	885.60	18.0	18.0	18.0
0000030622	HDW	CREW	Call-out OT @ 2.0x	3,345.60	51.0	51.0	51.0
0000030622	HDW	CREW	TIME	65.60	2.0	2.0	2.0
0000030622	HDW	CREW	1.5	4,585.12	93.0	93.0	93.0
0000030622	HDW	CREW	2.0	3,052.75	46.5	46.5	46.5
0000030622	HDW	CREW	Scheduled OT @ 1.5x	16,882.65	343.0	343.0	343.0
0000030622	HDW	CREW	Scheduled OT @ 2.0x	3,181.60	48.5	48.5	48.5
0000030727	HDH	CREW	REGULAR EARNINGS	50,048.92	1,592.0	1,592.0	1,592.0
0000030727	HDH	CREW	Penalty @ .5X	3,073.45	195.5	0.0	0.0
0000030727	HDH	CREW	Penalty @ 1.0X	658.78	21.0	0.0	0.0
0000030727	HDH	CREW	1.5	353.29	7.5	0.0	0.0
0000030727	HDH	CREW	2.0	1,286.17	20.5	0.0	0.0
0000030727	HDH	CREW	Meals	816.00	68.0	0.0	0.0
0000030727	HDH	CREW	Call-out OT @ 1.5	1,317.54	28.0	28.0	28.0
0000030727	HDH	CREW	Call-out OT @ 2.0x	3,325.22	53.0	53.0	53.0
0000030727	HDH	CREW	TIME	471.53	15.0	15.0	15.0
0000030727	HDH	CREW	1.5	3,766.15	80.0	80.0	80.0
0000030727	HDH	CREW	2.0	1,882.20	30.0	30.0	30.0
0000030727	HDH	CREW	Scheduled OT @ 1.5x	12,846.65	272.5	272.5	272.5
0000030727	HDH	CREW	Scheduled OT @ 2.0x	690.14	11.0	11.0	11.0
0000030729	HDK	CREW	Difference	8,778.10	2,280.2	0.0	0.0
0000030729	HDK	CREW	REGULAR EARNINGS	45,920.00	1,400.0	1,400.0	1,400.0
0000030729	HDK	CREW	Penalty @ .5X	319.80	19.5	0.0	0.0
0000030729	HDK	CREW	Penalty @ 1.0X	508.40	15.5	0.0	0.0
0000030729	HDK	CREW	1.5	762.60	15.5	0.0	0.0
0000030729	HDK	CREW	2.0	852.80	13.0	0.0	0.0
0000030729	HDK	CREW	Meals	756.00	63.0	0.0	0.0
0000030729	HDK	CREW	Call-out OT @ 1.5	196.80	4.0	4.0	4.0
0000030729	HDK	CREW	Call-out OT @ 2.0x	1,902.40	29.0	29.0	29.0
0000030729	HDK	CREW	TIME	16.40	0.5	0.5	0.5
0000030729	HDK	CREW	1.5	4,387.00	89.2	89.2	89.2
0000030729	HDK	CREW	2.0	1,344.80	20.5	20.5	20.5

EMPLOYEE ID	EMP DT	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030729	HDK	CREW	Scheduled OT @ 1.5x	18,154.80	369.0	369.0	369.0
0000030729	HDK	CREW	Scheduled OT @ 2.0x	6,855.20	104.5	104.5	104.5
0000030731	HDK	CREW	REGULAR EARNINGS	42,154.07	1,340.5	1,340.5	1,340.5
0000030731	HDK	CREW	Penalty @ .5X	841.02	53.5	0.0	0.0
0000030731	HDK	CREW	Penalty @ 1.0X	31.37	1.0	0.0	0.0
0000030731	HDK	CREW	1.5	1,028.41	21.8	0.0	0.0
0000030731	HDK	CREW	2.0	1,258.48	20.0	0.0	0.0
0000030731	HDK	CREW	Meals	996.00	83.0	0.0	0.0
0000030731	HDK	CREW	Call-out OT @ 1.5	1,810.37	38.3	38.3	38.3
0000030731	HDK	CREW	Call-out OT @ 2.0x	6,239.59	99.2	99.2	99.2
0000030731	HDK	CREW	1.5	4,118.68	87.4	87.4	87.4
0000030731	HDK	CREW	2.0	849.07	13.5	13.5	13.5
0000030731	HDK	CREW	Scheduled OT @ 1.5x	18,473.19	392.0	392.0	392.0
0000030731	HDK	CREW	Scheduled OT @ 2.0x	5,803.47	92.5	92.5	92.5
0000030841	HDH	CREW	Difference	7,109.06	2,908.3	0.0	0.0
0000030841	HDH	CREW	REGULAR EARNINGS	57,877.36	1,761.0	1,761.0	1,761.0
0000030841	HDH	CREW	Penalty @ .5X	4,093.92	249.1	0.0	0.0
0000030841	HDH	CREW	Penalty @ 1.0X	5,560.36	169.0	0.0	0.0
0000030841	HDH	CREW	1.5	886.30	18.0	0.0	0.0
0000030841	HDH	CREW	2.0	5,526.48	84.0	0.0	0.0
0000030841	HDH	CREW	Meals	2,712.00	226.0	0.0	0.0
0000030841	HDH	CREW	Call-out OT @ 1.5	4,542.92	92.1	92.1	92.1
0000030841	HDH	CREW	Call-out OT @ 2.0x	23,779.16	361.8	361.8	361.8
0000030841	HDH	CREW	TIME	740.59	22.5	22.5	22.5
0000030841	HDH	CREW	1.5	13,889.37	281.5	281.5	281.5
0000030841	HDH	CREW	2.0	3,521.68	53.0	53.0	53.0
0000030841	HDH	CREW	Scheduled OT @ 1.5x	9,862.56	200.0	200.0	200.0
0000030841	HDH	CREW	Scheduled OT @ 2.0x	1,454.01	22.0	22.0	22.0
0000030842	HDH	CREW	REGULAR EARNINGS	52,623.78	1,674.0	1,674.0	1,674.0
0000030842	HDH	CREW	Penalty @ .5X	1,830.45	116.5	0.0	0.0
0000030842	HDH	CREW	Penalty @ 1.0X	643.09	20.5	0.0	0.0
0000030842	HDH	CREW	1.5	329.39	7.0	0.0	0.0
0000030842	HDH	CREW	2.0	1,318.46	21.0	0.0	0.0
0000030842	HDH	CREW	Meals	648.00	54.0	0.0	0.0
0000030842	HDH	CREW	Call-out OT @ 1.5	1,132.08	24.0	24.0	24.0
0000030842	HDH	CREW	Call-out OT @ 2.0x	4,460.98	71.0	71.0	71.0
0000030842	HDH	CREW	TIME	298.04	9.5	9.5	9.5
0000030842	HDH	CREW	1.5	2,801.86	59.5	59.5	59.5
0000030842	HDH	CREW	2.0	3,203.42	51.0	51.0	51.0
0000030842	HDH	CREW	Scheduled OT @ 1.5x	8,839.39	187.5	187.5	187.5
0000030842	HDH	CREW	Scheduled OT @ 2.0x	501.92	8.0	8.0	8.0
0000030852	HDW	CREW	Difference	2,091.53	1,022.5	0.0	0.0
0000030852	HDW	CREW	REGULAR EARNINGS	16,375.14	522.0	522.0	522.0
0000030852	HDW	CREW	Penalty @ .5X	494.09	31.5	0.0	0.0
0000030852	HDW	CREW	Penalty @ 1.0X	690.15	22.0	0.0	0.0
0000030852	HDW	CREW	2.0	752.88	12.0	0.0	0.0
0000030852	HDW	CREW	Meals	324.00	27.0	0.0	0.0
0000030852	HDW	CREW	Call-out OT @ 1.5	376.44	8.0	8.0	8.0
0000030852	HDW	CREW	Call-out OT @ 2.0x	3,748.72	59.8	59.8	59.8
0000030852	HDW	CREW	TIME	62.75	2.0	2.0	2.0
0000030852	HDW	CREW	1.5	705.83	15.0	15.0	15.0

EMPLOYEE ID	EMP DT	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030852	HDW	CREW	2.0	1,270.49	20.3	20.3	20.3
0000030852	HDW	CREW	Scheduled OT @ 1.5x	6,528.88	138.8	138.8	138.8
0000030852	HDW	CREW	Scheduled OT @ 2.0x	62.74	1.0	1.0	1.0
0000030852	HDW	CREW	Difference	2,345.96	1,052.6	0.0	0.0
0000030852	HDW	CREW	REGULAR EARNINGS	34,886.81	1,061.0	1,061.0	1,061.0
0000030852	HDW	CREW	Penalty @ .5X	714.12	43.5	0.0	0.0
0000030852	HDW	CREW	1.5	221.40	4.5	0.0	0.0
0000030852	HDW	CREW	2.0	951.67	14.5	0.0	0.0
0000030852	HDW	CREW	Meals	288.00	24.0	0.0	0.0
0000030852	HDW	CREW	Call-out OT @ 1.5	159.90	3.3	3.3	3.3
0000030852	HDW	CREW	Call-out OT @ 2.0x	1,033.20	15.8	15.8	15.8
0000030852	HDW	CREW	TIME	32.80	1.0	1.0	1.0
0000030852	HDW	CREW	1.5	2,543.72	51.6	51.6	51.6
0000030852	HDW	CREW	2.0	247.18	3.8	3.8	3.8
0000030852	HDW	CREW	Scheduled OT @ 1.5x	11,293.07	229.0	229.0	229.0
0000030852	HDW	CREW	Scheduled OT @ 2.0x	1,836.80	28.0	28.0	28.0
0000030863	HDH	CREW	Difference	2,097.95	959.2	0.0	0.0
0000030863	HDH	CREW	REGULAR EARNINGS	56,357.76	1,715.0	1,715.0	1,715.0
0000030863	HDH	CREW	Penalty @ .5X	2,027.75	123.5	0.0	0.0
0000030863	HDH	CREW	Penalty @ 1.0X	1,098.80	33.5	0.0	0.0
0000030863	HDH	CREW	1.5	542.96	11.0	0.0	0.0
0000030863	HDH	CREW	2.0	1,445.55	22.0	0.0	0.0
0000030863	HDH	CREW	Meals	984.24	82.0	0.0	0.0
0000030863	HDH	CREW	Call-out OT @ 1.5	590.40	12.0	12.0	12.0
0000030863	HDH	CREW	Call-out OT @ 2.0x	4,236.04	64.4	64.4	64.4
0000030863	HDH	CREW	TIME	246.24	7.5	7.5	7.5
0000030863	HDH	CREW	1.5	9,786.76	198.5	198.5	198.5
0000030863	HDH	CREW	2.0	2,332.09	35.5	35.5	35.5
0000030863	HDH	CREW	Scheduled OT @ 1.5x	1,305.56	26.5	26.5	26.5
0000030863	HDH	CREW	Scheduled OT @ 2.0x	393.60	6.0	6.0	6.0
0000030864	HDH	CREW	REGULAR EARNINGS	49,539.57	1,630.5	1,630.5	1,630.5
0000030864	HDH	CREW	Penalty @ .5X	257.91	17.0	0.0	0.0
0000030864	HDH	CREW	1.5	750.95	16.5	0.0	0.0
0000030864	HDH	CREW	2.0	485.44	8.0	0.0	0.0
0000030864	HDH	CREW	Leading Man	3.80	19.0	0.0	0.0
0000030864	HDH	CREW	Meals	540.00	45.0	0.0	0.0
0000030864	HDH	CREW	Call-out OT @ 1.5	182.04	4.0	4.0	4.0
0000030864	HDH	CREW	Call-out OT @ 2.0x	2,154.14	35.5	35.5	35.5
0000030864	HDH	CREW	TIME	45.51	1.5	1.5	1.5
0000030864	HDH	CREW	1.5	5,461.91	120.0	120.0	120.0
0000030864	HDH	CREW	2.0	394.42	6.5	6.5	6.5
0000030873	HDK	CREW	Difference	390.56	130.0	0.0	0.0
0000030873	HDK	CREW	REGULAR EARNINGS	1,699.04	56.0	56.0	56.0
0000030873	HDK	CREW	Penalty @ .5X	113.78	7.5	0.0	0.0
0000030873	HDK	CREW	Penalty @ 1.0X	121.36	4.0	0.0	0.0
0000030873	HDK	CREW	1.5	45.51	1.0	0.0	0.0
0000030873	HDK	CREW	2.0	333.74	5.5	0.0	0.0
0000030873	HDK	CREW	Meals	120.00	10.0	0.0	0.0
0000030873	HDK	CREW	Call-out OT @ 2.0x	576.46	9.5	9.5	9.5
0000030873	HDK	CREW	1.5	500.61	11.0	11.0	11.0
0000030873	HDK	CREW	2.0	697.82	11.5	11.5	11.5



EMPLOYEE	EMP ID	LAB COST CLASS	TNAME_A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030873	HDK	CREW	Adjustment-HEIRS	0.80	1.0	0.0	0.0
0000030873	HDK	CREW	Difference	1,664.04	615.0	0.0	0.0
0000030873	HDK	CREW	REGULAR EARNINGS	49,687.16	1,634.0	1,634.0	1,634.0
0000030873	HDK	CREW	Penalty @ .5X	1,069.51	70.5	0.0	0.0
0000030873	HDK	CREW	Penalty @ 1.0X	121.36	4.0	0.0	0.0
0000030873	HDK	CREW	1.5	503.34	11.0	0.0	0.0
0000030873	HDK	CREW	2.0	1,401.13	23.0	0.0	0.0
0000030873	HDK	CREW	Differential - Helicopter	12.00	1.0	0.0	0.0
0000030873	HDK	CREW	Meals	1,716.00	143.0	0.0	0.0
0000030873	HDK	CREW	Shift 2- Afternoon	532.16	624.0	0.0	0.0
0000030873	HDK	CREW	Shift 4-Sunday Day	146.24	128.0	0.0	0.0
0000030873	HDK	CREW	Afternoon	223.20	112.0	0.0	0.0
0000030873	HDK	CREW	Shift 2 @ OT	124.65	97.8	0.0	0.0
0000030873	HDK	CREW	Shift 3 @ OT	42.75	28.5	0.0	0.0
0000030873	HDK	CREW	Shift 4 @ OT	45.00	26.3	0.0	0.0
0000030873	HDK	CREW	Shift 5 @ OT	55.22	18.5	0.0	0.0
0000030873	HDK	CREW	Shift 2 @ DT	51.14	30.1	0.0	0.0
0000030873	HDK	CREW	Shift 4 @ DT	23.37	10.3	0.0	0.0
0000030873	HDK	CREW	Shift 5 @ DT	7.96	2.0	0.0	0.0
0000030873	HDK	CREW	Shift 2 @ .5X	15.64	36.8	0.0	0.0
0000030873	HDK	CREW	Shift 3 @ .5X	5.25	10.5	0.0	0.0
0000030873	HDK	CREW	Shift 4 @ .5X	0.86	1.5	0.0	0.0
0000030873	HDK	CREW	Shift 5 @ .5X	5.23	5.3	0.0	0.0
0000030873	HDK	CREW	Call-out OT @ 1.5	10,332.68	226.0	226.0	226.0
0000030873	HDK	CREW	Call-out OT @ 2.0x	10,069.96	165.8	165.8	165.8
0000030873	HDK	CREW	1.5	11,245.22	246.7	246.7	246.7
0000030873	HDK	CREW	2.0	3,276.72	54.0	54.0	54.0
0000030873	HDK	CREW	Scheduled OT @ 1.5x	4,021.08	88.0	88.0	88.0
0000030873	HDK	CREW	Scheduled OT @ 2.0x	1,368.45	22.5	22.5	22.5
0000030876	HDH	CREW	Difference	2,587.43	1,063.1	0.0	0.0
0000030876	HDH	CREW	REGULAR EARNINGS	37,712.36	1,146.5	1,146.5	1,146.5
0000030876	HDH	CREW	Penalty @ .5X	2,807.79	170.5	0.0	0.0
0000030876	HDH	CREW	Penalty @ 1.0X	2,130.64	64.5	0.0	0.0
0000030876	HDH	CREW	1.5	370.05	7.5	0.0	0.0
0000030876	HDH	CREW	2.0	2,274.95	34.5	0.0	0.0
0000030876	HDH	CREW	Meals	1,224.00	102.0	0.0	0.0
0000030876	HDH	CREW	Call-out OT @ 1.5	1,976.46	40.0	40.0	40.0
0000030876	HDH	CREW	Call-out OT @ 2.0x	9,037.95	137.0	137.0	137.0
0000030876	HDH	CREW	TIME	313.25	9.5	9.5	9.5
0000030876	HDH	CREW	1.5	8,347.58	169.0	169.0	169.0
0000030876	HDH	CREW	2.0	2,207.00	33.5	33.5	33.5
0000030876	HDH	CREW	Scheduled OT @ 1.5x	4,745.76	96.0	96.0	96.0
0000030876	HDH	CREW	Scheduled OT @ 2.0x	1,224.88	18.5	18.5	18.5
0000030876	HDH	CREW	Difference	496.78	149.0	0.0	0.0
0000030876	HDH	CREW	REGULAR EARNINGS	17,111.76	564.0	564.0	564.0
0000030876	HDH	CREW	Penalty @ .5X	1,069.50	70.5	0.0	0.0
0000030876	HDH	CREW	Penalty @ 1.0X	2,154.14	71.0	0.0	0.0
0000030876	HDH	CREW	1.5	22.76	0.5	0.0	0.0
0000030876	HDH	CREW	2.0	1,463.70	24.0	0.0	0.0
0000030876	HDH	CREW	Meals	1,464.00	122.0	0.0	0.0
0000030876	HDH	CREW	Shift 2- Afternoon	197.20	232.0	0.0	0.0

EMPLOYEE	COMP	LAB CLASS	TNAME	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030876	HDH	CREW	Shift 4-Sunday Day	27.36	24.0	0.0	0.0
0000030876	HDH	CREW	Afternoon	95.52	48.0	0.0	0.0
0000030876	HDH	CREW	Shift 2 @ OT	35.70	28.0	0.0	0.0
0000030876	HDH	CREW	Shift 3 @ OT	67.50	45.0	0.0	0.0
0000030876	HDH	CREW	Shift 4 @ OT	20.52	12.0	0.0	0.0
0000030876	HDH	CREW	Shift 5 @ OT	2.99	1.0	0.0	0.0
0000030876	HDH	CREW	Shift 6 @ OT	12.84	4.0	0.0	0.0
0000030876	HDH	CREW	Shift 2 @ DT	10.20	6.0	0.0	0.0
0000030876	HDH	CREW	Shift 4 @ DT	7.98	3.5	0.0	0.0
0000030876	HDH	CREW	Shift 2 @ 5X	4.68	11.0	0.0	0.0
0000030876	HDH	CREW	Shift 3 @ 5X	21.50	43.0	0.0	0.0
0000030876	HDH	CREW	Shift 6 @ 5X	4.28	4.0	0.0	0.0
0000030876	HDH	CREW	Call-out OT @ 1.5	6,598.96	145.0	145.0	145.0
0000030876	HDH	CREW	Call-out OT @ 2.0x	9,145.46	149.5	149.5	149.5
0000030876	HDH	CREW	TIME	30.34	1.0	1.0	1.0
0000030876	HDH	CREW	1.5	4,482.76	98.5	98.5	98.5
0000030876	HDH	CREW	2.0	2,002.44	33.0	33.0	33.0
0000030876	HDH	CREW	Scheduled OT @ 1.5x	1,638.36	36.0	36.0	36.0
0000030876	HDH	CREW	Scheduled OT @ 2.0x	151.70	2.5	2.5	2.5
0000030879	HDW	CREW	Difference	1,511.95	1,400.5	0.0	0.0
0000030879	HDW	CREW	REGULAR EARNINGS	33,495.36	1,104.0	1,104.0	1,104.0
0000030879	HDW	CREW	Penalty @ 5X	46.03	3.0	0.0	0.0
0000030879	HDW	CREW	Penalty @ 1.0X	394.42	13.0	0.0	0.0
0000030879	HDW	CREW	1.5	68.28	1.5	0.0	0.0
0000030879	HDW	CREW	2.0	427.85	7.0	0.0	0.0
0000030879	HDW	CREW	Meals	240.00	20.0	0.0	0.0
0000030879	HDW	CREW	Call-out OT @ 1.5	370.26	8.0	8.0	8.0
0000030879	HDW	CREW	Call-out OT @ 2.0x	1,962.36	32.0	32.0	32.0
0000030879	HDW	CREW	TIME	30.34	1.0	1.0	1.0
0000030879	HDW	CREW	1.5	1,046.73	23.0	23.0	23.0
0000030879	HDW	CREW	2.0	485.44	8.0	8.0	8.0
0000030879	HDW	CREW	Scheduled OT @ 2.0x	1,456.32	24.0	24.0	24.0
0000030907	HDK	CREW	Difference	7,878.57	2,926.1	0.0	0.0
0000030907	HDK	CREW	REGULAR EARNINGS	55,870.92	1,700.0	1,700.0	1,700.0
0000030907	HDK	CREW	Penalty @ 5X	588.62	35.8	0.0	0.0
0000030907	HDK	CREW	Penalty @ 1.0X	1,295.60	39.5	0.0	0.0
0000030907	HDK	CREW	1.5	738.35	15.0	0.0	0.0
0000030907	HDK	CREW	2.0	1,608.61	24.5	0.0	0.0
0000030907	HDK	CREW	Meals	1,008.00	84.0	0.0	0.0
0000030907	HDK	CREW	Call-out OT @ 1.5	596.04	12.0	12.0	12.0
0000030907	HDK	CREW	Call-out OT @ 2.0x	2,731.23	41.6	41.6	41.6
0000030907	HDK	CREW	TIME	16.40	0.5	0.5	0.5
0000030907	HDK	CREW	1.5	4,565.55	92.7	92.7	92.7
0000030907	HDK	CREW	2.0	2,957.46	45.1	45.1	45.1
0000030907	HDK	CREW	Scheduled OT @ 1.5x	22,111.95	449.0	449.0	449.0
0000030907	HDK	CREW	Scheduled OT @ 2.0x	8,331.20	127.0	127.0	127.0
0000030909	HDH	CREW	Difference	3,298.54	816.5	0.0	0.0
0000030909	HDH	CREW	REGULAR EARNINGS	16,897.31	555.5	555.5	555.5
0000030909	HDH	CREW	Penalty @ 5X	758.86	49.5	0.0	0.0
0000030909	HDH	CREW	Penalty @ 1.0X	1,790.06	59.0	0.0	0.0
0000030909	HDH	CREW	1.5	432.36	9.5	0.0	0.0

EMPLOYEE ID	EMP DT	LAB COST CLASS	TNAME_A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030909	HDH	CREW	2.0	1,409.23	23.0	0.0	0.0
0000030909	HDH	CREW	Meals	1,008.00	84.0	0.0	0.0
0000030909	HDH	CREW	Afternoon	15.92	8.0	0.0	0.0
0000030909	HDH	CREW	Shift 5 @ OT	1.49	0.5	0.0	0.0
0000030909	HDH	CREW	Call-out OT @ 1.5	1,638.36	36.0	36.0	36.0
0000030909	HDH	CREW	Call-out OT @ 2.0x	7,594.11	125.2	125.2	125.2
0000030909	HDH	CREW	TIME	138.80	4.5	4.5	4.5
0000030909	HDH	CREW	1.5	5,079.48	111.0	111.0	111.0
0000030909	HDH	CREW	2.0	1,976.21	31.0	31.0	31.0
0000030909	HDH	CREW	Scheduled OT @ 1.5x	1,820.40	40.0	40.0	40.0
0000030909	HDH	CREW	Scheduled OT @ 2.0x	303.40	5.0	5.0	5.0
0000030909	HDH	CREW	Difference	1,365.42	304.6	0.0	0.0
0000030909	HDH	CREW	REGULAR EARNINGS	33,311.37	1,094.9	1,094.9	1,094.9
0000030909	HDH	CREW	Penalty @ .5X	2,955.44	194.5	0.0	0.0
0000030909	HDH	CREW	Penalty @ 1.0X	2,314.84	76.0	0.0	0.0
0000030909	HDH	CREW	2.0	1,766.47	29.0	0.0	0.0
0000030909	HDH	CREW	Meals	1,956.00	163.0	0.0	0.0
0000030909	HDH	CREW	Shift 2- Afternoon	361.68	424.0	0.0	0.0
0000030909	HDH	CREW	Shift 4-Sunday Day	91.36	80.0	0.0	0.0
0000030909	HDH	CREW	Afternoon	128.00	64.0	0.0	0.0
0000030909	HDH	CREW	Shift 2 @ OT	118.74	92.5	0.0	0.0
0000030909	HDH	CREW	Shift 3 @ OT	87.80	58.5	0.0	0.0
0000030909	HDH	CREW	Shift 4 @ OT	22.23	13.0	0.0	0.0
0000030909	HDH	CREW	Shift 5 @ OT	40.36	13.5	0.0	0.0
0000030909	HDH	CREW	Shift 6 @ OT	133.23	41.5	0.0	0.0
0000030909	HDH	CREW	Shift 2 @ DT	96.43	56.5	0.0	0.0
0000030909	HDH	CREW	Shift 3 @ DT	6.00	3.0	0.0	0.0
0000030909	HDH	CREW	Shift 4 @ DT	4.56	2.0	0.0	0.0
0000030909	HDH	CREW	Shift 5 @ DT	59.70	15.0	0.0	0.0
0000030909	HDH	CREW	Shift 2 @ .5X	12.22	28.5	0.0	0.0
0000030909	HDH	CREW	Shift 3 @ .5X	27.52	55.0	0.0	0.0
0000030909	HDH	CREW	Shift 4 @ .5X	0.57	1.0	0.0	0.0
0000030909	HDH	CREW	Shift 5 @ .5X	5.98	6.0	0.0	0.0
0000030909	HDH	CREW	Shift 6 @ .5X	43.89	41.0	0.0	0.0
0000030909	HDH	CREW	Call-out OT @ 1.5	13,763.63	302.0	302.0	302.0
0000030909	HDH	CREW	Call-out OT @ 2.0x	15,316.71	251.6	251.6	251.6
0000030909	HDH	CREW	TIME	76.53	2.5	2.5	2.5
0000030909	HDH	CREW	1.5	7,426.11	162.5	162.5	162.5
0000030909	HDH	CREW	2.0	3,082.72	50.6	50.6	50.6
0000030909	HDH	CREW	Scheduled OT @ 1.5x	3,287.52	72.0	72.0	72.0
0000030909	HDH	CREW	Scheduled OT @ 2.0x	151.70	2.5	2.5	2.5
0000030915	HDH	CREW	Difference	3,993.80	1,687.5	0.0	0.0
0000030915	HDH	CREW	REGULAR EARNINGS	51,967.80	1,710.0	1,710.0	1,710.0
0000030915	HDH	CREW	Penalty @ .5X	2,313.16	152.2	0.0	0.0
0000030915	HDH	CREW	Penalty @ 1.0X	2,112.91	69.5	0.0	0.0
0000030915	HDH	CREW	1.5	500.66	11.0	0.0	0.0
0000030915	HDH	CREW	2.0	1,640.16	27.0	0.0	0.0
0000030915	HDH	CREW	Meals	1,092.00	91.0	0.0	0.0
0000030915	HDH	CREW	Call-out OT @ 1.5	1,094.94	24.0	24.0	24.0
0000030915	HDH	CREW	Call-out OT @ 2.0x	5,760.24	94.9	94.9	94.9
0000030915	HDH	CREW	TIME	394.88	13.0	13.0	13.0

EMPLOYEE ID	EMP DT	LAB COST CLASS	TNAME_A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030915	HDH	CREW	1.5	8,547.36	187.5	187.5	187.5
0000030915	HDH	CREW	2.0	1,987.27	32.8	32.8	32.8
0000030915	HDH	CREW	Scheduled OT @ 1.5x	733.56	16.0	16.0	16.0
0000030915	HDH	CREW	Scheduled OT @ 2.0x	184.74	3.0	3.0	3.0
0000030919	HDK	CREW	Difference	1,813.40	924.5	0.0	0.0
0000030919	HDK	CREW	REGULAR EARNINGS	35,915.36	1,092.0	1,092.0	1,092.0
0000030919	HDK	CREW	Penalty @ .5X	470.66	28.6	0.0	0.0
0000030919	HDK	CREW	Penalty @ 1.0X	479.36	14.5	0.0	0.0
0000030919	HDK	CREW	1.5	517.30	10.5	0.0	0.0
0000030919	HDK	CREW	2.0	1,019.62	15.5	0.0	0.0
0000030919	HDK	CREW	Meals	636.00	53.0	0.0	0.0
0000030919	HDK	CREW	Call-out OT @ 1.5	396.42	8.0	8.0	8.0
0000030919	HDK	CREW	Call-out OT @ 2.0x	2,899.09	44.0	44.0	44.0
0000030919	HDK	CREW	TIME	32.80	1.0	1.0	1.0
0000030919	HDK	CREW	1.5	3,194.79	64.8	64.8	64.8
0000030919	HDK	CREW	2.0	841.86	12.8	12.8	12.8
0000030919	HDK	CREW	Scheduled OT @ 1.5x	13,902.60	282.0	282.0	282.0
0000030919	HDK	CREW	Scheduled OT @ 2.0x	6,210.14	94.7	94.7	94.7
0000030919	HDK	CREW	Difference	3,674.28	1,023.9	0.0	0.0
0000030919	HDK	CREW	REGULAR EARNINGS	16,687.00	550.0	550.0	550.0
0000030919	HDK	CREW	Penalty @ .5X	337.54	22.3	0.0	0.0
0000030919	HDK	CREW	Penalty @ 1.0X	743.33	24.5	0.0	0.0
0000030919	HDK	CREW	1.5	136.54	3.0	0.0	0.0
0000030919	HDK	CREW	2.0	849.52	14.0	0.0	0.0
0000030919	HDK	CREW	Meals	468.00	39.0	0.0	0.0
0000030919	HDK	CREW	Call-out OT @ 1.5	159.29	3.5	3.5	3.5
0000030919	HDK	CREW	Call-out OT @ 2.0x	1,395.64	23.0	23.0	23.0
0000030919	HDK	CREW	1.5	1,456.33	32.0	32.0	32.0
0000030919	HDK	CREW	2.0	1,850.74	30.5	30.5	30.5
0000030919	HDK	CREW	Scheduled OT @ 1.5x	6,963.03	153.0	153.0	153.0
0000030919	HDK	CREW	Scheduled OT @ 2.0x	2,315.96	38.2	38.2	38.2
0000030957	HDH	CREW	Difference	1,971.18	851.7	0.0	0.0
0000030957	HDH	CREW	REGULAR EARNINGS	49,372.19	1,623.5	1,623.5	1,623.5
0000030957	HDH	CREW	Penalty @ .5X	2,238.38	147.2	0.0	0.0
0000030957	HDH	CREW	Penalty @ 1.0X	843.13	27.5	0.0	0.0
0000030957	HDH	CREW	1.5	569.95	12.5	0.0	0.0
0000030957	HDH	CREW	2.0	1,553.19	25.5	0.0	0.0
0000030957	HDH	CREW	Meals	1,164.00	97.0	0.0	0.0
0000030957	HDH	CREW	Call-out OT @ 1.5	1,464.42	32.0	32.0	32.0
0000030957	HDH	CREW	Call-out OT @ 2.0x	6,051.27	99.2	99.2	99.2
0000030957	HDH	CREW	TIME	410.50	13.5	13.5	13.5
0000030957	HDH	CREW	1.5	8,941.30	196.0	196.0	196.0
0000030957	HDH	CREW	2.0	2,093.46	34.5	34.5	34.5
0000030957	HDH	CREW	Scheduled OT @ 1.5x	4,021.08	88.0	88.0	88.0
0000030957	HDH	CREW	Scheduled OT @ 2.0x	335.54	5.5	5.5	5.5
0000030963	HDK	CREW	Difference	2,948.36	990.3	0.0	0.0
0000030963	HDK	CREW	REGULAR EARNINGS	25,447.04	836.0	836.0	836.0
0000030963	HDK	CREW	Penalty @ .5X	707.74	46.6	0.0	0.0
0000030963	HDK	CREW	Penalty @ 1.0X	197.21	6.5	0.0	0.0
0000030963	HDK	CREW	1.5	433.02	9.5	0.0	0.0
0000030963	HDK	CREW	2.0	882.56	14.5	0.0	0.0

EMPLOYEE ID	EMP_DT	LAB_COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030963	HDK	CREW	Meals	648.00	54.0	0.0	0.0
0000030963	HDK	CREW	Shift 2- Afternoon	20.40	24.0	0.0	0.0
0000030963	HDK	CREW	Afternoon	15.92	8.0	0.0	0.0
0000030963	HDK	CREW	Call-out OT @ 1.5	1,464.42	32.0	32.0	32.0
0000030963	HDK	CREW	Call-out OT @ 2.0x	3,304.49	54.3	54.3	54.3
0000030963	HDK	CREW	TIME	15.17	0.5	0.5	0.5
0000030963	HDK	CREW	1.5	2,634.88	57.8	57.8	57.8
0000030963	HDK	CREW	2.0	778.72	12.8	12.8	12.8
0000030963	HDK	CREW	Scheduled OT @ 1.5x	6,073.08	133.0	133.0	133.0
0000030963	HDK	CREW	Scheduled OT @ 2.0x	2,275.50	37.5	37.5	37.5
0000030963	HDK	CREW	Difference	374.03	181.5	0.0	0.0
0000030963	HDK	CREW	REGULAR EARNINGS	21,602.08	712.0	712.0	712.0
0000030963	HDK	CREW	Penalty @ .5X	300.43	19.5	0.0	0.0
0000030963	HDK	CREW	Penalty @ 1.0X	485.44	16.0	0.0	0.0
0000030963	HDK	CREW	1.5	136.54	3.0	0.0	0.0
0000030963	HDK	CREW	2.0	303.40	5.0	0.0	0.0
0000030963	HDK	CREW	Meals	804.00	67.0	0.0	0.0
0000030963	HDK	CREW	Shift 2- Afternoon	231.20	272.0	0.0	0.0
0000030963	HDK	CREW	Shift 4-Sunday Day	63.84	56.0	0.0	0.0
0000030963	HDK	CREW	Afternoon	95.52	48.0	0.0	0.0
0000030963	HDK	CREW	Shift 2 @ OT	46.55	36.5	0.0	0.0
0000030963	HDK	CREW	Shift 4 @ OT	6.85	4.0	0.0	0.0
0000030963	HDK	CREW	Shift 5 @ OT	11.94	4.0	0.0	0.0
0000030963	HDK	CREW	Shift 2 @ DT	33.58	19.8	0.0	0.0
0000030963	HDK	CREW	Shift 2 @ .5X	5.53	13.0	0.0	0.0
0000030963	HDK	CREW	Shift 5 @ .5X	0.75	0.8	0.0	0.0
0000030963	HDK	CREW	Call-out OT @ 1.5	1,353.92	29.8	29.8	29.8
0000030963	HDK	CREW	Call-out OT @ 2.0x	3,950.76	64.5	64.5	64.5
0000030963	HDK	CREW	1.5	4,583.82	100.4	100.4	100.4
0000030963	HDK	CREW	2.0	1,623.19	26.8	26.8	26.8
0000030963	HDK	CREW	Scheduled OT @ 1.5x	1,092.24	24.0	24.0	24.0
0000030963	HDK	CREW	Scheduled OT @ 2.0x	121.36	2.0	2.0	2.0
0000030973	HDK	CREW	Difference	2,344.39	1,093.8	0.0	0.0
0000030973	HDK	CREW	REGULAR EARNINGS	22,087.52	728.0	728.0	728.0
0000030973	HDK	CREW	Penalty @ .5X	1,190.87	78.5	0.0	0.0
0000030973	HDK	CREW	Penalty @ 1.0X	728.16	24.0	0.0	0.0
0000030973	HDK	CREW	1.5	204.81	4.5	0.0	0.0
0000030973	HDK	CREW	2.0	1,759.72	29.0	0.0	0.0
0000030973	HDK	CREW	Differential - Helicopter	12.00	1.0	0.0	0.0
0000030973	HDK	CREW	Differential-Standby	99.00	132.0	0.0	0.0
0000030973	HDK	CREW	Meals	900.00	75.0	0.0	0.0
0000030973	HDK	CREW	Call-out OT @ 1.5	546.12	12.0	12.0	12.0
0000030973	HDK	CREW	Call-out OT @ 2.0x	4,672.36	77.0	77.0	77.0
0000030973	HDK	CREW	TIME	45.51	1.5	1.5	1.5
0000030973	HDK	CREW	1.5	3,322.24	73.0	73.0	73.0
0000030973	HDK	CREW	2.0	3,580.12	59.0	59.0	59.0
0000030973	HDK	CREW	Scheduled OT @ 1.5x	7,782.21	171.0	171.0	171.0
0000030973	HDK	CREW	Scheduled OT @ 2.0x	2,685.09	44.3	44.3	44.3
0000030973	HDK	CREW	Adjustment-HEIRS	0.38	1.0	0.0	0.0
0000030973	HDK	CREW	Difference	768.59	332.1	0.0	0.0
0000030973	HDK	CREW	REGULAR EARNINGS	31,661.60	1,040.0	1,040.0	1,040.0

EMPLOYEE ID	EMP_DT	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030973	HDK	CREW	Penalty @ .5X	796.40	52.2	0.0	0.0
0000030973	HDK	CREW	Penalty @ 1.0X	549.72	18.0	0.0	0.0
0000030973	HDK	CREW	1.5	593.34	13.0	0.0	0.0
0000030973	HDK	CREW	2.0	2,013.83	33.0	0.0	0.0
0000030973	HDK	CREW	Meals	1,380.00	115.0	0.0	0.0
0000030973	HDK	CREW	Shift 2- Afternoon	334.96	392.0	0.0	0.0
0000030973	HDK	CREW	Shift 4-Sunday Day	64.00	56.0	0.0	0.0
0000030973	HDK	CREW	Afternoon	143.92	72.0	0.0	0.0
0000030973	HDK	CREW	Shift 2 @ OT	122.06	95.0	0.0	0.0
0000030973	HDK	CREW	Shift 3 @ OT	9.75	6.5	0.0	0.0
0000030973	HDK	CREW	Shift 4 @ OT	27.79	16.3	0.0	0.0
0000030973	HDK	CREW	Shift 5 @ OT	33.82	11.3	0.0	0.0
0000030973	HDK	CREW	Shift 2 @ DT	17.04	10.0	0.0	0.0
0000030973	HDK	CREW	Shift 2 @ .5X	15.41	36.0	0.0	0.0
0000030973	HDK	CREW	Shift 3 @ .5X	3.00	6.0	0.0	0.0
0000030973	HDK	CREW	Shift 5 @ .5X	4.54	4.5	0.0	0.0
0000030973	HDK	CREW	Call-out OT @ 1.5	5,762.11	126.0	126.0	126.0
0000030973	HDK	CREW	Call-out OT @ 2.0x	6,244.32	102.4	102.4	102.4
0000030973	HDK	CREW	1.5	8,728.20	191.0	191.0	191.0
0000030973	HDK	CREW	2.0	1,799.51	29.5	29.5	29.5
0000030973	HDK	CREW	Scheduled OT @ 1.5x	5,795.97	127.0	127.0	127.0
0000030973	HDK	CREW	Scheduled OT @ 2.0x	2,276.85	37.5	37.5	37.5
0000030974	HDW	CREW	Difference	1,200.28	729.8	0.0	0.0
0000030974	HDW	CREW	REGULAR EARNINGS	15,251.02	482.5	482.5	482.5
0000030974	HDW	CREW	Penalty @ .5X	346.35	22.0	0.0	0.0
0000030974	HDW	CREW	Penalty @ 1.0X	65.60	2.0	0.0	0.0
0000030974	HDW	CREW	2.0	221.48	3.5	0.0	0.0
0000030974	HDW	CREW	Meals	84.00	7.0	0.0	0.0
0000030974	HDW	CREW	Call-out OT @ 1.5	621.68	13.0	13.0	13.0
0000030974	HDW	CREW	Call-out OT @ 2.0x	188.22	3.0	3.0	3.0
0000030974	HDW	CREW	1.5	794.39	16.8	16.8	16.8
0000030974	HDW	CREW	2.0	284.63	4.5	4.5	4.5
0000030974	HDW	CREW	Scheduled OT @ 1.5x	5,297.08	112.0	112.0	112.0
0000030974	HDW	CREW	Scheduled OT @ 2.0x	816.08	13.0	13.0	13.0
0000030974	HDW	CREW	Difference	5,667.26	2,037.0	0.0	0.0
0000030974	HDW	CREW	REGULAR EARNINGS	39,749.96	1,309.0	1,309.0	1,309.0
0000030974	HDW	CREW	Penalty @ .5X	1,176.23	76.5	0.0	0.0
0000030974	HDW	CREW	Penalty @ 1.0X	769.16	24.5	0.0	0.0
0000030974	HDW	CREW	1.5	295.84	6.5	0.0	0.0
0000030974	HDW	CREW	2.0	1,387.67	22.5	0.0	0.0
0000030974	HDW	CREW	Differential-Standby	64.13	85.5	0.0	0.0
0000030974	HDW	CREW	Meals	744.00	62.0	0.0	0.0
0000030974	HDW	CREW	Call-out OT @ 1.5	1,453.73	31.5	31.5	31.5
0000030974	HDW	CREW	Call-out OT @ 2.0x	4,941.02	79.3	79.3	79.3
0000030974	HDW	CREW	TIME	122.59	4.0	4.0	4.0
0000030974	HDW	CREW	1.5	3,614.08	79.3	79.3	79.3
0000030974	HDW	CREW	2.0	2,116.01	34.8	34.8	34.8
0000030974	HDW	CREW	Scheduled OT @ 1.5x	13,584.27	297.0	297.0	297.0
0000030974	HDW	CREW	Scheduled OT @ 2.0x	3,670.78	60.0	60.0	60.0
0000030977	HDK	CREW	Difference	41.82	9.5	0.0	0.0
0000030977	HDK	CREW	REGULAR EARNINGS	30,012.44	986.0	986.0	986.0

EMPLOYEE ID	EMP_DT	LAB CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030977	HDK	CREW	Penalty @ .5X	725.24	47.8	0.0	0.0
0000030977	HDK	CREW	Penalty @ 1.0X	879.86	29.0	0.0	0.0
0000030977	HDK	CREW	1.5	1,661.46	36.5	0.0	0.0
0000030977	HDK	CREW	2.0	3,401.68	56.0	0.0	0.0
0000030977	HDK	CREW	Meals	924.00	77.0	0.0	0.0
0000030977	HDK	CREW	Call-out OT @ 1.5	1,078.94	23.5	23.5	23.5
0000030977	HDK	CREW	Call-out OT @ 2.0x	3,883.83	63.8	63.8	63.8
0000030977	HDK	CREW	TIME	15.17	0.5	0.5	0.5
0000030977	HDK	CREW	1.5	3,543.40	77.7	77.7	77.7
0000030977	HDK	CREW	2.0	3,629.23	59.8	59.8	59.8
0000030977	HDK	CREW	Scheduled OT @ 1.5x	9,395.31	206.0	206.0	206.0
0000030977	HDK	CREW	Scheduled OT @ 2.0x	2,639.58	43.5	43.5	43.5
0000030982	HDW	CREW	Difference	4,081.17	2,119.8	0.0	0.0
0000030982	HDW	CREW	REGULAR EARNINGS	37,992.76	1,249.0	1,249.0	1,249.0
0000030982	HDW	CREW	Penalty @ .5X	1,384.96	91.1	0.0	0.0
0000030982	HDW	CREW	1.5	660.94	14.5	0.0	0.0
0000030982	HDW	CREW	2.0	670.76	11.0	0.0	0.0
0000030982	HDW	CREW	Meals	732.00	61.0	0.0	0.0
0000030982	HDW	CREW	Call-out OT @ 1.5	526.33	11.4	11.4	11.4
0000030982	HDW	CREW	TIME	15.17	0.5	0.5	0.5
0000030982	HDW	CREW	1.5	5,502.87	120.5	120.5	120.5
0000030982	HDW	CREW	2.0	1,080.90	17.8	17.8	17.8
0000030982	HDW	CREW	Scheduled OT @ 1.5x	10,350.70	227.0	227.0	227.0
0000030982	HDW	CREW	Scheduled OT @ 2.0x	2,831.52	46.5	46.5	46.5
0000030982	HDW	CREW	Difference	1,308.11	444.8	0.0	0.0
0000030982	HDW	CREW	REGULAR EARNINGS	14,077.76	464.0	464.0	464.0
0000030982	HDW	CREW	Penalty @ .5X	155.49	10.3	0.0	0.0
0000030982	HDW	CREW	Penalty @ 1.0X	60.68	2.0	0.0	0.0
0000030982	HDW	CREW	1.5	91.02	2.0	0.0	0.0
0000030982	HDW	CREW	2.0	910.20	15.0	0.0	0.0
0000030982	HDW	CREW	Meals	780.00	65.0	0.0	0.0
0000030982	HDW	CREW	Shift 2- Afternoon	197.20	232.0	0.0	0.0
0000030982	HDW	CREW	Shift 4-Sunday Day	27.36	24.0	0.0	0.0
0000030982	HDW	CREW	Afternoon	47.76	24.0	0.0	0.0
0000030982	HDW	CREW	Shift 2 @ OT	61.22	48.0	0.0	0.0
0000030982	HDW	CREW	Shift 4 @ OT	13.68	8.0	0.0	0.0
0000030982	HDW	CREW	Shift 2 @ DT	39.10	23.0	0.0	0.0
0000030982	HDW	CREW	Shift 4 @ DT	21.66	9.5	0.0	0.0
0000030982	HDW	CREW	Shift 2 @ .5X	4.36	10.3	0.0	0.0
0000030982	HDW	CREW	Call-out OT @ 1.5	2,289.11	49.5	49.5	49.5
0000030982	HDW	CREW	Call-out OT @ 2.0x	5,370.18	88.5	88.5	88.5
0000030982	HDW	CREW	1.5	4,346.23	95.5	95.5	95.5
0000030982	HDW	CREW	2.0	2,851.96	47.0	47.0	47.0
0000030982	HDW	CREW	Scheduled OT @ 1.5x	364.08	8.0	8.0	8.0
0000030982	HDW	CREW	Scheduled OT @ 2.0x	121.36	2.0	2.0	2.0
0000030984	HDK	CREW	Difference	759.16	346.1	0.0	0.0
0000030984	HDK	CREW	REGULAR EARNINGS	51,982.36	1,710.4	1,710.4	1,710.4
0000030984	HDK	CREW	Penalty @ .5X	1,128.67	74.3	0.0	0.0
0000030984	HDK	CREW	Penalty @ 1.0X	1,547.34	51.0	0.0	0.0
0000030984	HDK	CREW	1.5	842.30	18.5	0.0	0.0
0000030984	HDK	CREW	2.0	2,093.46	34.5	0.0	0.0

EMPLOYEE ID	EMP. OR	LAB. COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030984	HDK	CREW	Meals	1,368.00	114.0	0.0	0.0
0000030984	HDK	CREW	Call-out OT @ 1.5	1,391.84	30.6	30.6	30.6
0000030984	HDK	CREW	Call-out OT @ 2.0x	2,123.80	35.0	35.0	35.0
0000030984	HDK	CREW	TIME	75.85	2.5	2.5	2.5
0000030984	HDK	CREW	1.5	6,012.99	132.1	132.1	132.1
0000030984	HDK	CREW	2.0	4,601.56	75.8	75.8	75.8
0000030984	HDK	CREW	Scheduled OT @ 1.5x	18,119.73	398.0	398.0	398.0
0000030984	HDK	CREW	Scheduled OT @ 2.0x	7,018.66	115.7	115.7	115.7
0000030985	HDK	CREW	Difference	2,644.10	1,180.7	0.0	0.0
0000030985	HDK	CREW	REGULAR EARNINGS	55,267.02	1,818.0	1,818.0	1,818.0
0000030985	HDK	CREW	Penalty @ .5X	1,176.15	77.4	0.0	0.0
0000030985	HDK	CREW	Penalty @ 1.0X	1,016.39	33.5	0.0	0.0
0000030985	HDK	CREW	1.5	979.52	21.5	0.0	0.0
0000030985	HDK	CREW	2.0	2,248.44	37.0	0.0	0.0
0000030985	HDK	CREW	Meals	1,524.00	127.0	0.0	0.0
0000030985	HDK	CREW	Shift 2- Afternoon	27.20	32.0	0.0	0.0
0000030985	HDK	CREW	Call-out OT @ 1.5	1,698.16	37.0	37.0	37.0
0000030985	HDK	CREW	Call-out OT @ 2.0x	5,592.35	92.0	92.0	92.0
0000030985	HDK	CREW	TIME	75.85	2.5	2.5	2.5
0000030985	HDK	CREW	1.5	6,733.37	147.8	147.8	147.8
0000030985	HDK	CREW	2.0	4,298.16	70.8	70.8	70.8
0000030985	HDK	CREW	Scheduled OT @ 1.5x	20,506.50	450.0	450.0	450.0
0000030985	HDK	CREW	Scheduled OT @ 2.0x	7,443.42	122.7	122.7	122.7
0000030987	HDH	CREW	Difference	31.37	22.5	0.0	0.0
0000030987	HDH	CREW	REGULAR EARNINGS	6,318.96	208.0	208.0	208.0
0000030987	HDH	CREW	Penalty @ .5X	409.60	27.0	0.0	0.0
0000030987	HDH	CREW	1.5	68.27	1.5	0.0	0.0
0000030987	HDH	CREW	2.0	182.04	3.0	0.0	0.0
0000030987	HDH	CREW	Meals	144.00	12.0	0.0	0.0
0000030987	HDH	CREW	Shift 2- Afternoon	13.60	16.0	0.0	0.0
0000030987	HDH	CREW	Shift 4-Sunday Day	9.12	8.0	0.0	0.0
0000030987	HDH	CREW	Shift 2 @ OT	14.03	11.0	0.0	0.0
0000030987	HDH	CREW	Shift 4 @ OT	1.71	1.0	0.0	0.0
0000030987	HDH	CREW	Shift 2 @ .5X	0.85	2.0	0.0	0.0
0000030987	HDH	CREW	Call-out OT @ 1.5	182.04	4.0	4.0	4.0
0000030987	HDH	CREW	Call-out OT @ 2.0x	970.88	16.0	16.0	16.0
0000030987	HDH	CREW	TIME	60.68	2.0	2.0	2.0
0000030987	HDH	CREW	1.5	1,209.11	26.5	26.5	26.5
0000030987	HDH	CREW	2.0	212.38	3.5	3.5	3.5
0000030987	HDH	CREW	Scheduled OT @ 1.5x	364.08	8.0	8.0	8.0
0000030987	HDH	CREW	Difference	31.93	20.5	0.0	0.0
0000030987	HDH	CREW	REGULAR EARNINGS	18,689.44	616.0	616.0	616.0
0000030987	HDH	CREW	Penalty @ .5X	189.63	12.5	0.0	0.0
0000030987	HDH	CREW	Penalty @ 1.0X	242.72	8.0	0.0	0.0
0000030987	HDH	CREW	1.5	22.76	0.5	0.0	0.0
0000030987	HDH	CREW	2.0	515.78	8.5	0.0	0.0
0000030987	HDH	CREW	Meals	540.00	45.0	0.0	0.0
0000030987	HDH	CREW	Shift 2- Afternoon	193.80	228.0	0.0	0.0
0000030987	HDH	CREW	Shift 4-Sunday Day	63.84	56.0	0.0	0.0
0000030987	HDH	CREW	Afternoon	79.60	40.0	0.0	0.0
0000030987	HDH	CREW	Shift 2 @ OT	35.07	27.5	0.0	0.0



EMPLOYEE ID	COMP ID	LAB - COST CLASS	TNAME_A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030987	HDH	CREW	Shift 3 @ OT	7.50	5.0	0.0	0.0
0000030987	HDH	CREW	Shift 4 @ OT	6.84	4.0	0.0	0.0
0000030987	HDH	CREW	Shift 2 @ DT	4.25	2.5	0.0	0.0
0000030987	HDH	CREW	Shift 3 @ DT	20.00	10.0	0.0	0.0
0000030987	HDH	CREW	Shift 2 @ .5X	2.77	6.5	0.0	0.0
0000030987	HDH	CREW	Shift 3 @ .5X	2.50	5.0	0.0	0.0
0000030987	HDH	CREW	Shift 4 @ .5X	0.57	1.0	0.0	0.0
0000030987	HDH	CREW	Call-out OT @ 1.5	1,501.83	33.0	33.0	33.0
0000030987	HDH	CREW	Call-out OT @ 2.0x	1,911.42	31.5	31.5	31.5
0000030987	HDH	CREW	1.5	2,912.65	64.0	64.0	64.0
0000030987	HDH	CREW	2.0	1,304.62	21.5	21.5	21.5
0000030987	HDH	CREW	Scheduled OT @ 1.5x	1,092.24	24.0	24.0	24.0
0000030987	HDH	CREW	Scheduled OT @ 2.0x	121.36	2.0	2.0	2.0
0000030987	HDH	CREW	REGULAR EARNINGS	2,427.20	80.0	80.0	80.0
0000030987	HDH	CREW	Penalty @ .5X	121.36	8.0	0.0	0.0
0000030987	HDH	CREW	Meals	24.00	2.0	0.0	0.0
0000030987	HDH	CREW	Shift 2- Afternoon	27.20	32.0	0.0	0.0
0000030987	HDH	CREW	Afternoon	15.92	8.0	0.0	0.0
0000030987	HDH	CREW	Shift 6 @ OT	17.66	5.5	0.0	0.0
0000030987	HDH	CREW	Shift 6 @ .5X	5.35	5.0	0.0	0.0
0000030987	HDH	CREW	Call-out OT @ 1.5	250.31	5.5	5.5	5.5
0000030987	HDH	CREW	1.5	204.80	4.5	4.5	4.5
0000030987	HDH	CREW	Adjustment-HEIRS	0.42	1.0	0.0	0.0
0000030987	HDH	CREW	Difference	49.66	32.5	0.0	0.0
0000030987	HDH	CREW	REGULAR EARNINGS	27,542.56	904.0	904.0	904.0
0000030987	HDH	CREW	Penalty @ .5X	531.50	34.8	0.0	0.0
0000030987	HDH	CREW	Penalty @ 1.0X	242.72	8.0	0.0	0.0
0000030987	HDH	CREW	2.0	91.92	1.5	0.0	0.0
0000030987	HDH	CREW	Meals	516.00	43.0	0.0	0.0
0000030987	HDH	CREW	Shift 2- Afternoon	348.56	408.0	0.0	0.0
0000030987	HDH	CREW	Shift 4-Sunday Day	73.28	64.0	0.0	0.0
0000030987	HDH	CREW	Afternoon	95.84	48.0	0.0	0.0
0000030987	HDH	CREW	Shift 2 @ OT	69.96	54.5	0.0	0.0
0000030987	HDH	CREW	Shift 4 @ OT	5.13	3.0	0.0	0.0
0000030987	HDH	CREW	Shift 5 @ OT	41.79	14.0	0.0	0.0
0000030987	HDH	CREW	Shift 2 @ DT	61.01	35.5	0.0	0.0
0000030987	HDH	CREW	Shift 3 @ DT	6.06	3.0	0.0	0.0
0000030987	HDH	CREW	Shift 2 @ .5X	6.90	16.0	0.0	0.0
0000030987	HDH	CREW	Shift 5 @ .5X	4.98	5.0	0.0	0.0
0000030987	HDH	CREW	Call-out OT @ 1.5	4,313.04	94.0	94.0	94.0
0000030987	HDH	CREW	Call-out OT @ 2.0x	3,649.52	59.9	59.9	59.9
0000030987	HDH	CREW	TIME	30.34	1.0	1.0	1.0
0000030987	HDH	CREW	1.5	3,669.84	80.0	80.0	80.0
0000030987	HDH	CREW	2.0	1,639.62	26.8	26.8	26.8
0000030987	HDH	CREW	Scheduled OT @ 1.5x	3,292.92	72.0	72.0	72.0
0000030987	HDH	CREW	Scheduled OT @ 2.0x	334.64	5.5	5.5	5.5
0000030988	HDH	CREW	Difference	1,070.35	315.0	0.0	0.0
0000030988	HDH	CREW	REGULAR EARNINGS	44,593.64	1,466.0	1,466.0	1,466.0
0000030988	HDH	CREW	Penalty @ .5X	2,132.56	140.2	0.0	0.0
0000030988	HDH	CREW	Penalty @ 1.0X	2,101.79	69.0	0.0	0.0
0000030988	HDH	CREW	1.5	524.41	11.5	0.0	0.0

EMPLOYEE	EMP ID	LAB CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030988	HDH	CREW	2.0	1,946.71	32.0	0.0	0.0
0000030988	HDH	CREW	O/T Height 1.5	60.68	4.0	0.0	0.0
0000030988	HDH	CREW	Meals	1,188.00	99.0	0.0	0.0
0000030988	HDH	CREW	Shift 2- Afternoon	13.60	16.0	0.0	0.0
0000030988	HDH	CREW	Afternoon	15.92	8.0	0.0	0.0
0000030988	HDH	CREW	Shift 5 @ OT	5.97	2.0	0.0	0.0
0000030988	HDH	CREW	Shift 5 @ .5X	1.00	1.0	0.0	0.0
0000030988	HDH	CREW	Call-out OT @ 1.5	1,188.66	26.0	26.0	26.0
0000030988	HDH	CREW	Call-out OT @ 2.0x	5,688.54	93.5	93.5	93.5
0000030988	HDH	CREW	TIME	365.44	12.0	12.0	12.0
0000030988	HDH	CREW	1.5	8,096.65	177.4	177.4	177.4
0000030988	HDH	CREW	2.0	2,017.61	33.3	33.3	33.3
0000030988	HDH	CREW	Scheduled OT @ 1.5x	6,939.12	152.0	152.0	152.0
0000030988	HDH	CREW	Scheduled OT @ 2.0x	2,316.19	38.0	38.0	38.0
0000030988	HDH	CREW	Difference	13.39	8.5	0.0	0.0
0000030988	HDH	CREW	REGULAR EARNINGS	4,368.96	144.0	144.0	144.0
0000030988	HDH	CREW	Penalty @ .5X	83.44	5.5	0.0	0.0
0000030988	HDH	CREW	Penalty @ 1.0X	242.72	8.0	0.0	0.0
0000030988	HDH	CREW	2.0	60.68	1.0	0.0	0.0
0000030988	HDH	CREW	Meals	108.00	9.0	0.0	0.0
0000030988	HDH	CREW	Shift 2- Afternoon	68.00	80.0	0.0	0.0
0000030988	HDH	CREW	Shift 4-Sunday Day	9.12	8.0	0.0	0.0
0000030988	HDH	CREW	Afternoon	31.84	16.0	0.0	0.0
0000030988	HDH	CREW	Shift 2 @ OT	5.10	4.0	0.0	0.0
0000030988	HDH	CREW	Shift 4 @ OT	6.84	4.0	0.0	0.0
0000030988	HDH	CREW	Shift 5 @ OT	2.99	1.0	0.0	0.0
0000030988	HDH	CREW	Shift 2 @ DT	0.85	0.5	0.0	0.0
0000030988	HDH	CREW	Shift 4 @ DT	9.12	4.0	0.0	0.0
0000030988	HDH	CREW	Shift 2 @ .5X	1.28	3.0	0.0	0.0
0000030988	HDH	CREW	Call-out OT @ 1.5	1,092.24	24.0	24.0	24.0
0000030988	HDH	CREW	Call-out OT @ 2.0x	364.08	6.0	6.0	6.0
0000030988	HDH	CREW	1.5	614.39	13.5	13.5	13.5
0000030988	HDH	CREW	2.0	273.06	4.5	4.5	4.5
0000030988	HDH	CREW	Scheduled OT @ 1.5x	364.08	8.0	8.0	8.0
0000030988	HDH	CREW	Scheduled OT @ 2.0x	91.02	1.5	1.5	1.5
0000030989	HDH	CREW	Adjustment-HEIRS	0.30	1.0	0.0	0.0
0000030989	HDH	CREW	Difference	1,355.72	496.4	0.0	0.0
0000030989	HDH	CREW	REGULAR EARNINGS	35,137.84	1,156.0	1,156.0	1,156.0
0000030989	HDH	CREW	Penalty @ .5X	2,319.54	152.5	0.0	0.0
0000030989	HDH	CREW	Penalty @ 1.0X	2,774.89	91.0	0.0	0.0
0000030989	HDH	CREW	1.5	409.94	9.0	0.0	0.0
0000030989	HDH	CREW	2.0	3,254.48	53.5	0.0	0.0
0000030989	HDH	CREW	O/T Height 1.5	30.34	2.0	0.0	0.0
0000030989	HDH	CREW	Meals	1,620.00	135.0	0.0	0.0
0000030989	HDH	CREW	Call-out OT @ 1.5	3,461.46	76.0	76.0	76.0
0000030989	HDH	CREW	Call-out OT @ 2.0x	13,900.25	228.3	228.3	228.3
0000030989	HDH	CREW	TIME	319.93	10.5	10.5	10.5
0000030989	HDH	CREW	1.5	7,298.18	160.0	160.0	160.0
0000030989	HDH	CREW	2.0	2,369.67	39.0	39.0	39.0
0000030989	HDH	CREW	Scheduled OT @ 1.5x	3,651.60	80.0	80.0	80.0
0000030989	HDH	CREW	Scheduled OT @ 2.0x	609.50	10.0	10.0	10.0

EMPLOYEE	COMP. DT	LAB. COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030989	HDH	CREW	Difference	196.87	86.5	0.0	0.0
0000030989	HDH	CREW	REGULAR EARNINGS	20,438.88	672.0	672.0	672.0
0000030989	HDH	CREW	Penalty @ .5X	826.70	54.3	0.0	0.0
0000030989	HDH	CREW	Penalty @ 1.0X	995.89	32.8	0.0	0.0
0000030989	HDH	CREW	1.5	114.45	2.5	0.0	0.0
0000030989	HDH	CREW	2.0	394.42	6.5	0.0	0.0
0000030989	HDH	CREW	Meals	756.00	63.0	0.0	0.0
0000030989	HDH	CREW	Shift 2- Afternoon	184.24	216.0	0.0	0.0
0000030989	HDH	CREW	Shift 4-Sunday Day	36.48	32.0	0.0	0.0
0000030989	HDH	CREW	Afternoon	64.00	32.0	0.0	0.0
0000030989	HDH	CREW	Shift 2 @ OT	18.61	14.5	0.0	0.0
0000030989	HDH	CREW	Shift 3 @ OT	25.88	17.3	0.0	0.0
0000030989	HDH	CREW	Shift 4 @ OT	6.84	4.0	0.0	0.0
0000030989	HDH	CREW	Shift 5 @ OT	11.94	4.0	0.0	0.0
0000030989	HDH	CREW	Shift 6 @ OT	35.31	11.0	0.0	0.0
0000030989	HDH	CREW	Shift 2 @ DT	9.57	5.5	0.0	0.0
0000030989	HDH	CREW	Shift 4 @ DT	7.98	3.5	0.0	0.0
0000030989	HDH	CREW	Shift 5 @ DT	15.92	4.0	0.0	0.0
0000030989	HDH	CREW	Shift 2 @ .5X	0.43	1.0	0.0	0.0
0000030989	HDH	CREW	Shift 3 @ .5X	8.63	17.3	0.0	0.0
0000030989	HDH	CREW	Shift 5 @ .5X	2.99	3.0	0.0	0.0
0000030989	HDH	CREW	Shift 6 @ .5X	11.77	11.0	0.0	0.0
0000030989	HDH	CREW	Call-out OT @ 1.5	4,757.25	104.3	104.3	104.3
0000030989	HDH	CREW	Call-out OT @ 2.0x	2,326.19	38.2	38.2	38.2
0000030989	HDH	CREW	TIME	15.40	0.5	0.5	0.5
0000030989	HDH	CREW	1.5	3,760.69	82.5	82.5	82.5
0000030989	HDH	CREW	2.0	1,486.66	24.5	24.5	24.5
0000030989	HDH	CREW	Scheduled OT @ 1.5x	1,467.12	32.0	32.0	32.0
0000030989	HDH	CREW	Scheduled OT @ 2.0x	151.70	2.5	2.5	2.5
0000030998	HDW	CREW	Difference	2,012.18	1,441.1	0.0	0.0
0000030998	HDW	CREW	REGULAR EARNINGS	52,438.20	1,725.0	1,725.0	1,725.0
0000030998	HDW	CREW	Penalty @ .5X	828.71	54.5	0.0	0.0
0000030998	HDW	CREW	Penalty @ 1.0X	303.40	10.0	0.0	0.0
0000030998	HDW	CREW	1.5	113.80	2.5	0.0	0.0
0000030998	HDW	CREW	2.0	669.99	11.0	0.0	0.0
0000030998	HDW	CREW	Meals	336.00	28.0	0.0	0.0
0000030998	HDW	CREW	Call-out OT @ 1.5	370.26	8.0	8.0	8.0
0000030998	HDW	CREW	Call-out OT @ 2.0x	1,941.76	32.0	32.0	32.0
0000030998	HDW	CREW	TIME	76.08	2.5	2.5	2.5
0000030998	HDW	CREW	1.5	2,649.99	58.1	58.1	58.1
0000030998	HDW	CREW	2.0	1,670.95	27.5	27.5	27.5
0000030998	HDW	CREW	Scheduled OT @ 1.5x	13,941.37	305.5	305.5	305.5
0000030998	HDW	CREW	Scheduled OT @ 2.0x	1,612.14	26.5	26.5	26.5
0000031020	HDH	CREW	Difference	1,571.72	569.1	0.0	0.0
0000031020	HDH	CREW	REGULAR EARNINGS	46,440.78	1,527.0	1,527.0	1,527.0
0000031020	HDH	CREW	Exempt	151.70	5.0	0.0	0.0
0000031020	HDH	CREW	Penalty @ .5X	2,713.23	178.2	0.0	0.0
0000031020	HDH	CREW	Penalty @ 1.0X	2,037.06	67.0	0.0	0.0
0000031020	HDH	CREW	1.5	593.01	13.0	0.0	0.0
0000031020	HDH	CREW	2.0	1,977.50	32.5	0.0	0.0
0000031020	HDH	CREW	Meals	1,440.00	120.0	0.0	0.0

EMPLOYEE ID	EMP DT	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000031020	HDH	CREW	Shift 2- Afternoon	20.40	24.0	0.0	0.0
0000031020	HDH	CREW	Shift 4-Sunday Day	9.12	8.0	0.0	0.0
0000031020	HDH	CREW	Afternoon	(15.92)	(8.0)	0.0	0.0
0000031020	HDH	CREW	Shift 2 @ OT	8.29	6.5	0.0	0.0
0000031020	HDH	CREW	Shift 5 @ OT	24.36	8.0	0.0	0.0
0000031020	HDH	CREW	Shift 2 @.5X	1.91	4.5	0.0	0.0
0000031020	HDH	CREW	Call-out OT @ 1.5	1,279.68	28.0	28.0	28.0
0000031020	HDH	CREW	Call-out OT @ 2.0x	6,563.10	108.0	108.0	108.0
0000031020	HDH	CREW	TIME	365.44	12.0	12.0	12.0
0000031020	HDH	CREW	1.5	10,287.44	225.4	225.4	225.4
0000031020	HDH	CREW	2.0	3,465.51	57.0	57.0	57.0
0000031020	HDH	CREW	Scheduled OT @ 1.5x	3,287.52	72.0	72.0	72.0
0000031020	HDH	CREW	Scheduled OT @ 2.0x	579.61	9.5	9.5	9.5
0000031020	HDH	CREW	Difference	59.04	24.0	0.0	0.0
0000031020	HDH	CREW	REGULAR EARNINGS	8,980.64	296.0	296.0	296.0
0000031020	HDH	CREW	Exempt	30.34	1.0	0.0	0.0
0000031020	HDH	CREW	Penalty @.5X	424.76	28.0	0.0	0.0
0000031020	HDH	CREW	Penalty @ 1.0X	242.72	8.0	0.0	0.0
0000031020	HDH	CREW	1.5	68.27	1.5	0.0	0.0
0000031020	HDH	CREW	2.0	242.72	4.0	0.0	0.0
0000031020	HDH	CREW	Meals	264.00	22.0	0.0	0.0
0000031020	HDH	CREW	Shift 2- Afternoon	74.80	88.0	0.0	0.0
0000031020	HDH	CREW	Shift 4-Sunday Day	18.24	16.0	0.0	0.0
0000031020	HDH	CREW	Afternoon	47.76	24.0	0.0	0.0
0000031020	HDH	CREW	Shift 2 @ OT	11.47	9.0	0.0	0.0
0000031020	HDH	CREW	Shift 3 @ OT	3.00	2.0	0.0	0.0
0000031020	HDH	CREW	Shift 4 @ OT	2.57	1.5	0.0	0.0
0000031020	HDH	CREW	Shift 6 @ OT	41.73	13.0	0.0	0.0
0000031020	HDH	CREW	Shift 2 @.5X	2.55	6.0	0.0	0.0
0000031020	HDH	CREW	Shift 3 @.5X	0.50	1.0	0.0	0.0
0000031020	HDH	CREW	Shift 6 @.5X	13.91	13.0	0.0	0.0
0000031020	HDH	CREW	Call-out OT @ 1.5	1,592.85	35.0	35.0	35.0
0000031020	HDH	CREW	Call-out OT @ 2.0x	1,668.70	27.5	27.5	27.5
0000031020	HDH	CREW	TIME	75.85	2.5	2.5	2.5
0000031020	HDH	CREW	1.5	2,093.47	46.0	46.0	46.0
0000031020	HDH	CREW	2.0	667.48	11.0	11.0	11.0
0000031021	HDH	CREW	Difference	163.98	47.7	0.0	0.0
0000031021	HDH	CREW	REGULAR EARNINGS	41,195.56	1,354.0	1,354.0	1,354.0
0000031021	HDH	CREW	Penalty @.5X	2,699.70	177.5	0.0	0.0
0000031021	HDH	CREW	Penalty @ 1.0X	4,321.11	142.0	0.0	0.0
0000031021	HDH	CREW	1.5	250.65	5.5	0.0	0.0
0000031021	HDH	CREW	2.0	3,345.95	55.0	0.0	0.0
0000031021	HDH	CREW	O/T Height 1.5	37.93	2.5	0.0	0.0
0000031021	HDH	CREW	Meals	1,524.00	127.0	0.0	0.0
0000031021	HDH	CREW	Call-out OT @ 1.5	1,646.46	36.0	36.0	36.0
0000031021	HDH	CREW	Call-out OT @ 2.0x	14,902.97	245.0	245.0	245.0
0000031021	HDH	CREW	TIME	456.46	15.0	15.0	15.0
0000031021	HDH	CREW	1.5	5,553.45	121.5	121.5	121.5
0000031021	HDH	CREW	2.0	2,902.87	47.8	47.8	47.8
0000031021	HDH	CREW	Scheduled OT @ 1.5x	3,742.62	82.0	82.0	82.0
0000031021	HDH	CREW	Scheduled OT @ 2.0x	184.74	3.0	3.0	3.0

EMPLOYEE ID	EMP. DT	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000031021	HDH	CREW	REGULAR EARNINGS	8,980.64	296.0	296.0	296.0
0000031021	HDH	CREW	Penalty @ .5X	280.65	18.5	0.0	0.0
0000031021	HDH	CREW	Penalty @ 1.0X	242.72	8.0	0.0	0.0
0000031021	HDH	CREW	1.5	45.51	1.0	0.0	0.0
0000031021	HDH	CREW	2.0	212.38	3.5	0.0	0.0
0000031021	HDH	CREW	Meals	288.00	24.0	0.0	0.0
0000031021	HDH	CREW	Shift 2- Afternoon	115.60	136.0	0.0	0.0
0000031021	HDH	CREW	Shift 4-Sunday Day	27.36	24.0	0.0	0.0
0000031021	HDH	CREW	Afternoon	31.84	16.0	0.0	0.0
0000031021	HDH	CREW	Shift 2 @ OT	26.78	21.0	0.0	0.0
0000031021	HDH	CREW	Shift 3 @ OT	21.75	14.5	0.0	0.0
0000031021	HDH	CREW	Shift 5 @ OT	8.96	3.0	0.0	0.0
0000031021	HDH	CREW	Shift 2 @ .5X	1.28	3.0	0.0	0.0
0000031021	HDH	CREW	Shift 3 @ .5X	7.25	14.5	0.0	0.0
0000031021	HDH	CREW	Call-out OT @ 1.5	2,571.32	56.5	56.5	56.5
0000031021	HDH	CREW	Call-out OT @ 2.0x	2,002.44	33.0	33.0	33.0
0000031021	HDH	CREW	1.5	1,092.25	24.0	24.0	24.0
0000031021	HDH	CREW	2.0	60.68	1.0	1.0	1.0
0000031021	HDH	CREW	Scheduled OT @ 1.5x	1,456.32	32.0	32.0	32.0
0000031021	HDH	CREW	Scheduled OT @ 2.0x	91.02	1.5	1.5	1.5
0000031023	HDH	CREW	Difference	781.81	258.5	0.0	0.0
0000031023	HDH	CREW	REGULAR EARNINGS	42,046.62	1,383.0	1,383.0	1,383.0
0000031023	HDH	CREW	Penalty @ .5X	1,778.19	117.0	0.0	0.0
0000031023	HDH	CREW	Penalty @ 1.0X	1,612.07	53.0	0.0	0.0
0000031023	HDH	CREW	1.5	524.39	11.5	0.0	0.0
0000031023	HDH	CREW	2.0	2,310.79	38.0	0.0	0.0
0000031023	HDH	CREW	O/T Height 1.5	37.93	2.5	0.0	0.0
0000031023	HDH	CREW	Meals	1,248.00	104.0	0.0	0.0
0000031023	HDH	CREW	Call-out OT @ 1.5	1,438.97	31.5	31.5	31.5
0000031023	HDH	CREW	Call-out OT @ 2.0x	7,008.19	115.2	115.2	115.2
0000031023	HDH	CREW	TIME	228.23	7.5	7.5	7.5
0000031023	HDH	CREW	1.5	8,418.57	184.5	184.5	184.5
0000031023	HDH	CREW	2.0	4,294.46	70.8	70.8	70.8
0000031023	HDH	CREW	Scheduled OT @ 1.5x	6,268.43	137.5	137.5	137.5
0000031023	HDH	CREW	Scheduled OT @ 2.0x	766.15	12.5	12.5	12.5
0000031023	HDH	CREW	REGULAR EARNINGS	8,252.48	272.0	272.0	272.0
0000031023	HDH	CREW	Penalty @ .5X	151.71	10.0	0.0	0.0
0000031023	HDH	CREW	1.5	22.76	0.5	0.0	0.0
0000031023	HDH	CREW	2.0	303.40	5.0	0.0	0.0
0000031023	HDH	CREW	Meals	444.00	37.0	0.0	0.0
0000031023	HDH	CREW	Shift 2- Afternoon	78.20	92.0	0.0	0.0
0000031023	HDH	CREW	Shift 4-Sunday Day	9.12	8.0	0.0	0.0
0000031023	HDH	CREW	Afternoon	31.84	16.0	0.0	0.0
0000031023	HDH	CREW	Shift 2 @ OT	26.14	20.5	0.0	0.0
0000031023	HDH	CREW	Shift 3 @ OT	6.75	4.5	0.0	0.0
0000031023	HDH	CREW	Shift 5 @ OT	10.95	3.7	0.0	0.0
0000031023	HDH	CREW	Shift 2 @ DT	17.00	10.0	0.0	0.0
0000031023	HDH	CREW	Shift 2 @ .5X	1.49	3.5	0.0	0.0
0000031023	HDH	CREW	Shift 3 @ .5X	2.25	4.5	0.0	0.0
0000031023	HDH	CREW	Call-out OT @ 1.5	2,169.32	47.7	47.7	47.7
0000031023	HDH	CREW	Call-out OT @ 2.0x	3,765.19	62.1	62.1	62.1

EMPLOYEE_ID	EMP_DT	LAB_COST CLASS	TNAME_A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000031023	HDH	CREW	1.5	2,116.22	46.5	46.5	46.5
0000031023	HDH	CREW	2.0	1,152.92	19.0	19.0	19.0
0000031023	HDH	CREW	Scheduled OT @ 1.5x	546.12	12.0	12.0	12.0
0000031023	HDH	CREW	Scheduled OT @ 2.0x	546.12	9.0	9.0	9.0
0000031030	HDW	CREW	Difference	402.14	296.8	0.0	0.0
0000031030	HDW	CREW	REGULAR EARNINGS	23,058.40	760.0	760.0	760.0
0000031030	HDW	CREW	Penalty @ .5X	561.30	37.0	0.0	0.0
0000031030	HDW	CREW	Penalty @ 1.0X	348.91	11.5	0.0	0.0
0000031030	HDW	CREW	1.5	22.76	0.5	0.0	0.0
0000031030	HDW	CREW	2.0	606.80	10.0	0.0	0.0
0000031030	HDW	CREW	Meals	264.00	22.0	0.0	0.0
0000031030	HDW	CREW	Call-out OT @ 1.5	182.04	4.0	4.0	4.0
0000031030	HDW	CREW	Call-out OT @ 2.0x	2,669.92	44.0	44.0	44.0
0000031030	HDW	CREW	TIME	75.85	2.5	2.5	2.5
0000031030	HDW	CREW	1.5	1,137.76	25.0	25.0	25.0
0000031030	HDW	CREW	2.0	1,365.30	22.5	22.5	22.5
0000031030	HDW	CREW	Scheduled OT @ 1.5x	7,190.58	158.0	158.0	158.0
0000031030	HDW	CREW	Scheduled OT @ 2.0x	60.68	1.0	1.0	1.0
0000031030	HDW	CREW	Adjustment-HEIRS	0.16	1.0	0.0	0.0
0000031030	HDW	CREW	Difference	32.84	14.0	0.0	0.0
0000031030	HDW	CREW	REGULAR EARNINGS	37,501.28	1,232.0	1,232.0	1,232.0
0000031030	HDW	CREW	Penalty @ .5X	525.75	34.5	0.0	0.0
0000031030	HDW	CREW	1.5	115.46	2.5	0.0	0.0
0000031030	HDW	CREW	2.0	91.92	1.5	0.0	0.0
0000031030	HDW	CREW	Meals	612.00	51.0	0.0	0.0
0000031030	HDW	CREW	Shift 2- Afternoon	423.52	496.0	0.0	0.0
0000031030	HDW	CREW	Shift 4-Sunday Day	100.80	88.0	0.0	0.0
0000031030	HDW	CREW	Afternoon	192.00	96.0	0.0	0.0
0000031030	HDW	CREW	Shift 2 @ OT	89.61	70.0	0.0	0.0
0000031030	HDW	CREW	Shift 3 @ OT	12.00	8.0	0.0	0.0
0000031030	HDW	CREW	Shift 4 @ OT	17.66	10.3	0.0	0.0
0000031030	HDW	CREW	Shift 5 @ OT	45.70	15.3	0.0	0.0
0000031030	HDW	CREW	Shift 2 @ DT	11.48	6.8	0.0	0.0
0000031030	HDW	CREW	Shift 4 @ DT	17.24	7.5	0.0	0.0
0000031030	HDW	CREW	Shift 5 @ DT	3.98	1.0	0.0	0.0
0000031030	HDW	CREW	Shift 2 @ .5X	9.41	22.0	0.0	0.0
0000031030	HDW	CREW	Shift 3 @ .5X	4.00	8.0	0.0	0.0
0000031030	HDW	CREW	Shift 5 @ .5X	8.99	9.0	0.0	0.0
0000031030	HDW	CREW	Call-out OT @ 1.5	887.45	19.5	19.5	19.5
0000031030	HDW	CREW	Call-out OT @ 2.0x	1,264.16	20.8	20.8	20.8
0000031030	HDW	CREW	1.5	6,420.00	140.5	140.5	140.5
0000031030	HDW	CREW	2.0	1,400.59	23.0	23.0	23.0
0000031030	HDW	CREW	Scheduled OT @ 1.5x	1,825.80	40.0	40.0	40.0
0000031030	HDW	CREW	Scheduled OT @ 2.0x	273.06	4.5	4.5	4.5
0000031033	HDH	CREW	Difference	8.76	9.0	0.0	0.0
0000031033	HDH	CREW	REGULAR EARNINGS	45,305.15	1,490.0	1,490.0	1,490.0
0000031033	HDH	CREW	Penalty @ .5X	1,824.04	120.0	0.0	0.0
0000031033	HDH	CREW	Penalty @ 1.0X	970.88	32.0	0.0	0.0
0000031033	HDH	CREW	1.5	433.71	9.5	0.0	0.0
0000031033	HDH	CREW	2.0	1,244.39	20.5	0.0	0.0
0000031033	HDH	CREW	O/T Height 1.5	37.93	2.5	0.0	0.0

EMPLOYEE ID	EMP DN	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000031033	HDH	CREW	Meals	840.00	70.0	0.0	0.0
0000031033	HDH	CREW	Call-out OT @ 1.5	912.90	20.0	20.0	20.0
0000031033	HDH	CREW	Call-out OT @ 2.0x	4,890.59	80.5	80.5	80.5
0000031033	HDH	CREW	TIME	166.87	5.5	5.5	5.5
0000031033	HDH	CREW	1.5	5,663.19	124.0	124.0	124.0
0000031033	HDH	CREW	2.0	1,699.04	28.0	28.0	28.0
0000031033	HDH	CREW	Scheduled OT @ 1.5x	1,911.42	42.0	42.0	42.0
0000031033	HDH	CREW	REGULAR EARNINGS	6,432.08	212.0	212.0	212.0
0000031033	HDH	CREW	Penalty @ .5X	83.44	5.5	0.0	0.0
0000031033	HDH	CREW	2.0	121.36	2.0	0.0	0.0
0000031033	HDH	CREW	Meals	84.00	7.0	0.0	0.0
0000031033	HDH	CREW	Shift 2- Afternoon	64.60	76.0	0.0	0.0
0000031033	HDH	CREW	Shift 4-Sunday Day	9.12	8.0	0.0	0.0
0000031033	HDH	CREW	Afternoon	63.68	32.0	0.0	0.0
0000031033	HDH	CREW	Shift 2 @ OT	19.13	15.0	0.0	0.0
0000031033	HDH	CREW	Shift 4 @ OT	1.71	1.0	0.0	0.0
0000031033	HDH	CREW	Shift 5 @ OT	13.43	4.5	0.0	0.0
0000031033	HDH	CREW	Shift 5 @ .5X	2.49	2.5	0.0	0.0
0000031033	HDH	CREW	Call-out OT @ 1.5	182.04	4.0	4.0	4.0
0000031033	HDH	CREW	Call-out OT @ 2.0x	546.12	9.0	9.0	9.0
0000031033	HDH	CREW	1.5	637.14	14.0	14.0	14.0
0000031033	HDH	CREW	2.0	121.36	2.0	2.0	2.0
0000031033	HDH	CREW	Scheduled OT @ 1.5x	546.12	12.0	12.0	12.0
0000031036	HDH	CREW	Difference	9.79	9.0	0.0	0.0
0000031036	HDH	CREW	REGULAR EARNINGS	44,756.71	1,474.0	1,474.0	1,474.0
0000031036	HDH	CREW	Penalty @ .5X	1,312.25	86.5	0.0	0.0
0000031036	HDH	CREW	Penalty @ 1.0X	1,031.56	34.0	0.0	0.0
0000031036	HDH	CREW	1.5	432.37	9.5	0.0	0.0
0000031036	HDH	CREW	2.0	728.16	12.0	0.0	0.0
0000031036	HDH	CREW	Meals	636.00	53.0	0.0	0.0
0000031036	HDH	CREW	Shift 2- Afternoon	6.96	8.0	0.0	0.0
0000031036	HDH	CREW	Shift 4-Sunday Day	9.28	8.0	0.0	0.0
0000031036	HDH	CREW	Shift 4 @ OT	3.48	2.0	0.0	0.0
0000031036	HDH	CREW	Call-out OT @ 1.5	364.08	8.0	8.0	8.0
0000031036	HDH	CREW	Call-out OT @ 2.0x	2,336.18	38.5	38.5	38.5
0000031036	HDH	CREW	TIME	212.38	7.0	7.0	7.0
0000031036	HDH	CREW	1.5	4,534.37	99.5	99.5	99.5
0000031036	HDH	CREW	2.0	1,092.24	18.0	18.0	18.0
0000031036	HDH	CREW	Scheduled OT @ 1.5x	364.08	8.0	8.0	8.0
0000031036	HDH	CREW	Scheduled OT @ 2.0x	60.68	1.0	1.0	1.0
0000031036	HDH	CREW	Adjustment-HEIRS	0.08	1.0	0.0	0.0
0000031036	HDH	CREW	REGULAR EARNINGS	6,632.64	216.0	216.0	216.0
0000031036	HDH	CREW	Penalty @ .5X	30.79	2.0	0.0	0.0
0000031036	HDH	CREW	Meals	84.00	7.0	0.0	0.0
0000031036	HDH	CREW	Shift 2- Afternoon	75.76	88.0	0.0	0.0
0000031036	HDH	CREW	Shift 4-Sunday Day	18.56	16.0	0.0	0.0
0000031036	HDH	CREW	Afternoon	48.40	24.0	0.0	0.0
0000031036	HDH	CREW	Shift 2 @ OT	14.36	11.0	0.0	0.0
0000031036	HDH	CREW	Shift 4 @ OT	3.48	2.0	0.0	0.0
0000031036	HDH	CREW	Shift 4 @ DT	18.24	8.0	0.0	0.0
0000031036	HDH	CREW	Shift 2 @ .5X	0.87	2.0	0.0	0.0

EMPLOYEE ID	EMP DN	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000031036	HDH	CREW	Call-out OT @ 1.5	369.48	8.0	8.0	8.0
0000031036	HDH	CREW	Call-out OT @ 2.0x	485.44	8.0	8.0	8.0
0000031036	HDH	CREW	1.5	946.80	20.5	20.5	20.5
0000031036	HDH	CREW	Scheduled OT @ 1.5x	1,108.44	24.0	24.0	24.0
0000031036	HDH	CREW	Scheduled OT @ 2.0x	123.16	2.0	2.0	2.0
0000033714	HDH	CREW	REGULAR EARNINGS	18,317.50	791.0	791.0	791.0
0000033714	HDH	CREW	Penalty @ .5X	1,268.62	109.5	0.0	0.0
0000033714	HDH	CREW	Penalty @ 1.0X	242.30	10.5	0.0	0.0
0000033714	HDH	CREW	1.5	329.64	9.5	0.0	0.0
0000033714	HDH	CREW	2.0	1,045.86	22.5	0.0	0.0
0000033714	HDH	CREW	Meals	888.00	74.0	0.0	0.0
0000033714	HDH	CREW	Call-out OT @ 1.5	834.24	24.0	24.0	24.0
0000033714	HDH	CREW	Call-out OT @ 2.0x	4,317.60	92.8	92.8	92.8
0000033714	HDH	CREW	TIME	150.57	6.5	6.5	6.5
0000033714	HDH	CREW	1.5	5,231.83	150.5	150.5	150.5
0000033714	HDH	CREW	2.0	907.16	19.5	19.5	19.5
0000033714	HDH	CREW	Scheduled OT @ 1.5x	3,060.24	88.0	88.0	88.0
0000033714	HDH	CREW	Scheduled OT @ 2.0x	1,022.80	22.0	22.0	22.0
0000033714	HDH	CREW	REGULAR EARNINGS	16,125.20	728.0	728.0	728.0
0000033714	HDH	CREW	Penalty @ .5X	791.87	71.5	0.0	0.0
0000033714	HDH	CREW	1.5	282.39	8.5	0.0	0.0
0000033714	HDH	CREW	2.0	664.50	15.0	0.0	0.0
0000033714	HDH	CREW	O/T Height 1.5	60.92	5.5	0.0	0.0
0000033714	HDH	CREW	Meals	696.00	58.0	0.0	0.0
0000033714	HDH	CREW	Call-out OT @ 1.5	797.40	24.0	24.0	24.0
0000033714	HDH	CREW	Call-out OT @ 2.0x	1,993.50	45.0	45.0	45.0
0000033714	HDH	CREW	TIME	99.70	4.5	4.5	4.5
0000033714	HDH	CREW	1.5	3,139.77	94.5	94.5	94.5
0000033714	HDH	CREW	2.0	974.60	22.0	22.0	22.0
0000033714	HDH	CREW	Scheduled OT @ 1.5x	3,023.48	91.0	91.0	91.0
0000033714	HDH	CREW	Scheduled OT @ 2.0x	487.30	11.0	11.0	11.0
0000033714	HDH	CREW	REGULAR EARNINGS	5,958.35	269.0	269.0	269.0
0000033714	HDH	CREW	Penalty @ .5X	481.76	43.5	0.0	0.0
0000033714	HDH	CREW	Penalty @ 1.0X	454.08	20.5	0.0	0.0
0000033714	HDH	CREW	1.5	215.96	6.5	0.0	0.0
0000033714	HDH	CREW	2.0	664.50	15.0	0.0	0.0
0000033714	HDH	CREW	Meals	420.00	35.0	0.0	0.0
0000033714	HDH	CREW	Call-out OT @ 1.5	797.40	24.0	24.0	24.0
0000033714	HDH	CREW	Call-out OT @ 2.0x	2,104.25	47.5	47.5	47.5
0000033714	HDH	CREW	TIME	99.69	4.5	4.5	4.5
0000033714	HDH	CREW	1.5	1,113.05	33.5	33.5	33.5
0000033714	HDH	CREW	2.0	775.25	17.5	17.5	17.5
0000033714	HDH	CREW	Scheduled OT @ 1.5x	1,378.84	41.5	41.5	41.5
0000033714	HDH	CREW	Scheduled OT @ 2.0x	642.35	14.5	14.5	14.5
0000033892	HDK	CREW	Difference	458.33	154.3	0.0	0.0
0000033892	HDK	CREW	REGULAR EARNINGS	54,081.06	1,779.0	1,779.0	1,779.0
0000033892	HDK	CREW	Exempt	30.34	1.0	0.0	0.0
0000033892	HDK	CREW	Penalty @ .5X	1,199.63	79.0	0.0	0.0
0000033892	HDK	CREW	Penalty @ 1.0X	515.78	17.0	0.0	0.0
0000033892	HDK	CREW	1.5	683.34	15.0	0.0	0.0
0000033892	HDK	CREW	2.0	1,670.05	27.5	0.0	0.0



EMPLOYEE	EMP DT	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000033892	HDK	CREW	Differential-Standby	15.00	20.0	0.0	0.0
0000033892	HDK	CREW	Meals	1,092.00	91.0	0.0	0.0
0000033892	HDK	CREW	Call-out OT @ 1.5	526.07	11.5	11.5	11.5
0000033892	HDK	CREW	Call-out OT @ 2.0x	2,252.36	37.0	37.0	37.0
0000033892	HDK	CREW	TIME	60.68	2.0	2.0	2.0
0000033892	HDK	CREW	1.5	5,629.37	123.6	123.6	123.6
0000033892	HDK	CREW	2.0	2,897.47	47.8	47.8	47.8
0000033892	HDK	CREW	Scheduled OT @ 1.5x	21,098.13	463.0	463.0	463.0
0000033892	HDK	CREW	Scheduled OT @ 2.0x	7,600.17	125.3	125.3	125.3
0000034154	HDK	CREW	REGULAR EARNINGS	15,860.08	684.0	684.0	684.0
0000034154	HDK	CREW	Penalty @ .5X	139.56	12.0	0.0	0.0
0000034154	HDK	CREW	1.5	260.20	7.5	0.0	0.0
0000034154	HDK	CREW	2.0	207.54	4.5	0.0	0.0
0000034154	HDK	CREW	O/T Height 1.5	11.70	1.0	0.0	0.0
0000034154	HDK	CREW	Meals	288.00	24.0	0.0	0.0
0000034154	HDK	CREW	1.5	1,612.81	46.5	46.5	46.5
0000034154	HDK	CREW	2.0	311.31	6.8	6.8	6.8
0000034154	HDK	CREW	Scheduled OT @ 1.5x	4,961.67	143.0	143.0	143.0
0000034154	HDK	CREW	Scheduled OT @ 2.0x	1,360.54	29.5	29.5	29.5
0000034154	HDK	CREW	REGULAR EARNINGS	16,661.56	738.0	738.0	738.0
0000034154	HDK	CREW	REGULAR EARNINGS	356.72	392.0	392.0	0.0
0000034154	HDK	CREW	Penalty @ .5X	169.55	15.0	0.0	0.0
0000034154	HDK	CREW	Penalty @ 1.0X	23.06	1.0	0.0	0.0
0000034154	HDK	CREW	1.5	289.92	8.5	0.0	0.0
0000034154	HDK	CREW	2.0	249.11	5.5	0.0	0.0
0000034154	HDK	CREW	Meals	348.00	29.0	0.0	0.0
0000034154	HDK	CREW	Penalty @ .5X	3.41	7.5	0.0	0.0
0000034154	HDK	CREW	1.5	4.12	3.0	0.0	0.0
0000034154	HDK	CREW	2.0	4.55	2.5	0.0	0.0
0000034154	HDK	CREW	Call-out OT @ 2.0x	149.89	3.3	3.3	3.3
0000034154	HDK	CREW	1.5	1,691.40	49.5	49.5	49.5
0000034154	HDK	CREW	2.0	364.41	8.0	8.0	8.0
0000034154	HDK	CREW	1.5	20.82	15.3	15.3	0.0
0000034154	HDK	CREW	2.0	4.55	2.5	2.5	0.0
0000034154	HDK	CREW	Scheduled OT @ 1.5x	5,058.84	150.0	150.0	150.0
0000034154	HDK	CREW	Scheduled OT @ 2.0x	2,588.96	57.3	57.3	57.3
0000034154	HDK	CREW	Scheduled OT @ 1.5x	129.66	95.0	95.0	0.0
0000034154	HDK	CREW	Scheduled OT @ 2.0x	51.41	28.3	28.3	0.0
0000034154	HDK	CREW	REGULAR EARNINGS	6,202.00	280.0	280.0	280.0
0000034154	HDK	CREW	Penalty @ .5X	437.46	39.5	0.0	0.0
0000034154	HDK	CREW	Penalty @ 1.0X	177.20	8.0	0.0	0.0
0000034154	HDK	CREW	1.5	132.90	4.0	0.0	0.0
0000034154	HDK	CREW	2.0	443.00	10.0	0.0	0.0
0000034154	HDK	CREW	Meals	372.00	31.0	0.0	0.0
0000034154	HDK	CREW	Call-out OT @ 2.0x	664.50	15.0	15.0	15.0
0000034154	HDK	CREW	TIME	33.23	1.5	1.5	1.5
0000034154	HDK	CREW	1.5	1,196.10	36.0	36.0	36.0
0000034154	HDK	CREW	2.0	1,561.58	35.3	35.3	35.3
0000034154	HDK	CREW	Scheduled OT @ 1.5x	1,927.05	58.0	58.0	58.0
0000034154	HDK	CREW	Scheduled OT @ 2.0x	553.75	12.5	12.5	12.5
0000034367	HDW	CREW	REGULAR EARNINGS	11,888.32	512.0	512.0	512.0

EMPLOYEE ID	EMP DN	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000034367	HDW	CREW	Penalty @ .5X	237.39	20.5	0.0	0.0
0000034367	HDW	CREW	1.5	34.85	1.0	0.0	0.0
0000034367	HDW	CREW	2.0	139.04	3.0	0.0	0.0
0000034367	HDW	CREW	Meals	120.00	10.0	0.0	0.0
0000034367	HDW	CREW	Call-out OT @ 1.5	276.72	8.0	8.0	8.0
0000034367	HDW	CREW	Call-out OT @ 2.0x	115.30	2.5	2.5	2.5
0000034367	HDW	CREW	TIME	11.70	0.5	0.5	0.5
0000034367	HDW	CREW	1.5	911.28	26.1	26.1	26.1
0000034367	HDW	CREW	2.0	115.64	2.5	2.5	2.5
0000034367	HDW	CREW	Scheduled OT @ 1.5x	3,721.02	107.0	107.0	107.0
0000034367	HDW	CREW	Scheduled OT @ 2.0x	150.23	3.3	3.3	3.3
0000034367	HDW	CREW	REGULAR EARNINGS	16,443.82	722.5	722.5	722.5
0000034367	HDW	CREW	REGULAR EARNINGS	217.03	238.5	238.5	0.0
0000034367	HDW	CREW	Penalty @ .5X	329.14	29.0	0.0	0.0
0000034367	HDW	CREW	1.5	119.02	3.5	0.0	0.0
0000034367	HDW	CREW	2.0	226.96	5.0	0.0	0.0
0000034367	HDW	CREW	Meals	240.00	20.0	0.0	0.0
0000034367	HDW	CREW	Penalty @ .5X	5.20	11.5	0.0	0.0
0000034367	HDW	CREW	1.5	2.06	1.5	0.0	0.0
0000034367	HDW	CREW	2.0	3.64	2.0	0.0	0.0
0000034367	HDW	CREW	Call-out OT @ 1.5	132.90	4.0	4.0	4.0
0000034367	HDW	CREW	Call-out OT @ 2.0x	110.75	2.5	2.5	2.5
0000034367	HDW	CREW	Call-out OT @ 1.5	5.46	4.0	4.0	0.0
0000034367	HDW	CREW	Call-out OT @ 2.0x	4.55	2.5	2.5	0.0
0000034367	HDW	CREW	TIME	11.53	0.5	0.5	0.5
0000034367	HDW	CREW	1.5	1,313.52	38.3	38.3	38.3
0000034367	HDW	CREW	2.0	394.45	8.8	8.8	8.8
0000034367	HDW	CREW	1.5	9.57	7.0	7.0	0.0
0000034367	HDW	CREW	2.0	9.10	5.0	5.0	0.0
0000034367	HDW	CREW	Scheduled OT @ 1.5x	4,875.86	143.3	143.3	143.3
0000034367	HDW	CREW	Scheduled OT @ 2.0x	1,233.41	27.0	27.0	27.0
0000034367	HDW	CREW	Scheduled OT @ 1.5x	79.16	58.0	58.0	0.0
0000034367	HDW	CREW	Scheduled OT @ 2.0x	11.83	6.5	6.5	0.0
0000034367	HDW	CREW	REGULAR EARNINGS	12,264.38	570.0	570.0	570.0
0000034367	HDW	CREW	REGULAR EARNINGS	624.64	512.0	512.0	0.0
0000034367	HDW	CREW	Penalty @ .5X	200.36	19.0	0.0	0.0
0000034367	HDW	CREW	Penalty @ 1.0X	705.95	33.0	0.0	0.0
0000034367	HDW	CREW	1.5	16.61	0.5	0.0	0.0
0000034367	HDW	CREW	2.0	562.48	13.0	0.0	0.0
0000034367	HDW	CREW	Meals	348.00	29.0	0.0	0.0
0000034367	HDW	CREW	Penalty @ .5X	12.49	20.5	0.0	0.0
0000034367	HDW	CREW	Penalty @ 1.0X	25.01	20.5	0.0	0.0
0000034367	HDW	CREW	1.5	2.74	1.5	0.0	0.0
0000034367	HDW	CREW	2.0	15.86	6.5	0.0	0.0
0000034367	HDW	CREW	Call-out OT @ 1.5	258.48	8.0	8.0	8.0
0000034367	HDW	CREW	Call-out OT @ 2.0x	2,450.21	55.8	55.8	55.8
0000034367	HDW	CREW	Call-out OT @ 1.5	7.32	4.0	4.0	0.0
0000034367	HDW	CREW	Call-out OT @ 2.0x	19.52	8.0	8.0	0.0
0000034367	HDW	CREW	TIME	43.09	2.0	2.0	2.0
0000034367	HDW	CREW	1.5	819.72	25.3	25.3	25.3
0000034367	HDW	CREW	2.0	903.46	21.0	21.0	21.0

EMPLOYEE ID	MP DT	LAB COST CLASS	TNAME_A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000034367	HDW	CREW	TIME	1.21	1.0	1.0	0.0
0000034367	HDW	CREW	1.5	48.91	26.8	26.8	0.0
0000034367	HDW	CREW	2.0	34.16	14.0	14.0	0.0
0000034367	HDW	CREW	Scheduled OT @ 1.5x	3,461.89	107.5	107.5	107.5
0000034367	HDW	CREW	Scheduled OT @ 2.0x	251.16	6.0	6.0	6.0
0000034367	HDW	CREW	Scheduled OT @ 1.5x	192.15	105.0	105.0	0.0
0000034367	HDW	CREW	Scheduled OT @ 2.0x	24.40	10.0	10.0	0.0
0000034370	HDH	CREW	REGULAR EARNINGS	24,848.18	1,118.0	1,118.0	1,118.0
0000034370	HDH	CREW	Penalty @ .5X	1,165.51	105.0	0.0	0.0
0000034370	HDH	CREW	Penalty @ 1.0X	11.24	0.5	0.0	0.0
0000034370	HDH	CREW	1.5	399.18	12.0	0.0	0.0
0000034370	HDH	CREW	2.0	288.28	6.5	0.0	0.0
0000034370	HDH	CREW	Meals	663.60	55.3	0.0	0.0
0000034370	HDH	CREW	Call-out OT @ 2.0x	575.90	13.0	13.0	13.0
0000034370	HDH	CREW	TIME	155.56	7.0	7.0	7.0
0000034370	HDH	CREW	1.5	5,647.50	169.5	169.5	169.5
0000034370	HDH	CREW	2.0	498.38	11.3	11.3	11.3
0000034370	HDH	CREW	Scheduled OT @ 1.5x	2,234.00	67.0	67.0	67.0
0000034370	HDH	CREW	Scheduled OT @ 2.0x	267.78	6.0	6.0	6.0
0000034370	HDH	CREW	REGULAR EARNINGS	15,948.00	720.0	720.0	720.0
0000034370	HDH	CREW	Penalty @ .5X	1,002.28	90.5	0.0	0.0
0000034370	HDH	CREW	Penalty @ 1.0X	188.28	8.5	0.0	0.0
0000034370	HDH	CREW	1.5	132.88	4.0	0.0	0.0
0000034370	HDH	CREW	2.0	598.05	13.5	0.0	0.0
0000034370	HDH	CREW	Meals	504.00	42.0	0.0	0.0
0000034370	HDH	CREW	Call-out OT @ 1.5	265.80	8.0	8.0	8.0
0000034370	HDH	CREW	Call-out OT @ 2.0x	1,639.10	37.0	37.0	37.0
0000034370	HDH	CREW	TIME	177.23	8.0	8.0	8.0
0000034370	HDH	CREW	1.5	2,093.18	63.0	63.0	63.0
0000034370	HDH	CREW	2.0	1,306.85	29.5	29.5	29.5
0000034370	HDH	CREW	Scheduled OT @ 1.5x	3,040.08	91.5	91.5	91.5
0000034370	HDH	CREW	Scheduled OT @ 2.0x	243.65	5.5	5.5	5.5
0000034558	HDK	CREW	REGULAR EARNINGS	7,530.19	356.5	356.5	356.5
0000034558	HDK	CREW	Penalty @ .5X	142.88	13.5	0.0	0.0
0000034558	HDK	CREW	1.5	94.67	3.0	0.0	0.0
0000034558	HDK	CREW	2.0	232.47	5.5	0.0	0.0
0000034558	HDK	CREW	Meals	204.00	17.0	0.0	0.0
0000034558	HDK	CREW	Call-out OT @ 1.5	255.00	8.0	8.0	8.0
0000034558	HDK	CREW	Call-out OT @ 2.0x	680.00	16.0	16.0	16.0
0000034558	HDK	CREW	1.5	750.75	23.7	23.7	23.7
0000034558	HDK	CREW	2.0	454.48	10.8	10.8	10.8
0000034558	HDK	CREW	Scheduled OT @ 1.5x	2,339.55	74.0	74.0	74.0
0000034558	HDK	CREW	Scheduled OT @ 2.0x	303.49	7.3	7.3	7.3
0000034558	HDK	CREW	REGULAR EARNINGS	13,562.64	648.0	648.0	648.0
0000034558	HDK	CREW	Penalty @ .5X	225.88	21.6	0.0	0.0
0000034558	HDK	CREW	Penalty @ 1.0X	20.93	1.0	0.0	0.0
0000034558	HDK	CREW	1.5	266.86	8.5	0.0	0.0
0000034558	HDK	CREW	2.0	544.18	13.0	0.0	0.0
0000034558	HDK	CREW	Meals	540.00	45.0	0.0	0.0
0000034558	HDK	CREW	Call-out OT @ 1.5	251.16	8.0	8.0	8.0
0000034558	HDK	CREW	Call-out OT @ 2.0x	1,663.94	39.8	39.8	39.8

EMPLOYEE	EMP DT	LAB COST CLASS	TNAME - A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000034558	HDK	CREW	TIME	10.47	0.5	0.5	0.5
0000034558	HDK	CREW	1.5	1,640.38	52.3	52.3	52.3
0000034558	HDK	CREW	2.0	589.53	14.1	14.1	14.1
0000034558	HDK	CREW	Scheduled OT @ 1.5x	5,494.14	175.0	175.0	175.0
0000034558	HDK	CREW	Scheduled OT @ 2.0x	2,637.18	63.0	63.0	63.0
0000034558	HDK	CREW	REGULAR EARNINGS	10,473.96	832.0	832.0	832.0
0000034558	HDK	CREW	Penalty @ .5X	288.16	46.0	0.0	0.0
0000034558	HDK	CREW	Penalty @ 1.0X	468.75	37.5	0.0	0.0
0000034558	HDK	CREW	1.5	121.55	6.5	0.0	0.0
0000034558	HDK	CREW	2.0	491.52	19.5	0.0	0.0
0000034558	HDK	CREW	Meals	708.00	59.0	0.0	0.0
0000034558	HDK	CREW	Call-out OT @ 2.0x	987.91	38.5	38.5	38.5
0000034558	HDK	CREW	TIME	24.78	2.0	2.0	2.0
0000034558	HDK	CREW	1.5	1,162.99	62.5	62.5	62.5
0000034558	HDK	CREW	2.0	1,192.74	48.0	48.0	48.0
0000034558	HDK	CREW	Scheduled OT @ 1.5x	4,156.26	219.0	219.0	219.0
0000034558	HDK	CREW	Scheduled OT @ 2.0x	1,313.31	51.3	51.3	51.3
0000034558	HDK	CREW	REGULAR EARNINGS	923.76	72.0	72.0	72.0
0000034558	HDK	CREW	REGULAR EARNINGS	93.60	72.0	72.0	0.0
0000034558	HDK	CREW	Penalty @ .5X	6.42	1.0	0.0	0.0
0000034558	HDK	CREW	1.5	38.49	2.0	0.0	0.0
0000034558	HDK	CREW	2.0	12.83	0.5	0.0	0.0
0000034558	HDK	CREW	Meals	60.00	5.0	0.0	0.0
0000034558	HDK	CREW	Penalty @ .5X	0.65	1.0	0.0	0.0
0000034558	HDK	CREW	1.5	3.91	2.0	0.0	0.0
0000034558	HDK	CREW	2.0	1.30	0.5	0.0	0.0
0000034558	HDK	CREW	1.5	153.96	8.0	8.0	8.0
0000034558	HDK	CREW	1.5	15.60	8.0	8.0	0.0
0000034558	HDK	CREW	Scheduled OT @ 1.5x	288.68	15.0	15.0	15.0
0000034558	HDK	CREW	Scheduled OT @ 2.0x	359.24	14.0	14.0	14.0
0000034558	HDK	CREW	Scheduled OT @ 1.5x	29.25	15.0	15.0	0.0
0000034558	HDK	CREW	Scheduled OT @ 2.0x	36.40	14.0	14.0	0.0
0000034573	HDK	CREW	REGULAR EARNINGS	11,275.06	535.5	535.5	535.5
0000034573	HDK	CREW	Penalty @ .5X	126.64	12.0	0.0	0.0
0000034573	HDK	CREW	1.5	173.63	5.5	0.0	0.0
0000034573	HDK	CREW	2.0	146.51	3.5	0.0	0.0
0000034573	HDK	CREW	Meals	216.00	18.0	0.0	0.0
0000034573	HDK	CREW	1.5	1,099.23	34.8	34.8	34.8
0000034573	HDK	CREW	2.0	219.77	5.3	5.3	5.3
0000034573	HDK	CREW	Scheduled OT @ 1.5x	4,032.98	128.0	128.0	128.0
0000034573	HDK	CREW	Scheduled OT @ 2.0x	638.37	15.3	15.3	15.3
0000034573	HDK	CREW	REGULAR EARNINGS	14,137.88	1,123.0	1,123.0	1,123.0
0000034573	HDK	CREW	Penalty @ .5X	223.37	36.1	0.0	0.0
0000034573	HDK	CREW	Penalty @ 1.0X	312.71	25.5	0.0	0.0
0000034573	HDK	CREW	1.5	149.98	8.0	0.0	0.0
0000034573	HDK	CREW	2.0	259.40	10.5	0.0	0.0
0000034573	HDK	CREW	Meals	504.00	42.0	0.0	0.0
0000034573	HDK	CREW	Call-out OT @ 2.0x	208.08	8.5	8.5	8.5
0000034573	HDK	CREW	TIME	6.42	0.5	0.5	0.5
0000034573	HDK	CREW	1.5	1,143.36	61.3	61.3	61.3
0000034573	HDK	CREW	2.0	819.64	33.3	33.3	33.3

EMPLOYEE ID	EMP DT	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000034573	HDK	CREW	Scheduled OT @ 1.5x	3,197.09	171.0	171.0	171.0
0000034573	HDK	CREW	Scheduled OT @ 2.0x	758.59	30.0	30.0	30.0
0000034573	HDK	CREW	REGULAR EARNINGS	141.30	10.0	10.0	10.0
0000034598	HDW	CREW	REGULAR EARNINGS	6,277.20	296.0	296.0	296.0
0000034598	HDW	CREW	Penalty @ .5X	132.66	12.5	0.0	0.0
0000034598	HDW	CREW	Penalty @ 1.0X	209.30	10.0	0.0	0.0
0000034598	HDW	CREW	2.0	42.50	1.0	0.0	0.0
0000034598	HDW	CREW	Meals	36.00	3.0	0.0	0.0
0000034598	HDW	CREW	Call-out OT @ 1.5	111.56	3.5	3.5	3.5
0000034598	HDW	CREW	1.5	342.66	10.8	10.8	10.8
0000034598	HDW	CREW	2.0	85.00	2.0	2.0	2.0
0000034598	HDW	CREW	Scheduled OT @ 1.5x	1,871.03	59.0	59.0	59.0
0000034598	HDW	CREW	Scheduled OT @ 2.0x	42.50	1.0	1.0	1.0
0000034598	HDW	CREW	REGULAR EARNINGS	14,663.90	750.0	750.0	750.0
0000034598	HDW	CREW	REGULAR EARNINGS	1,033.60	152.0	152.0	0.0
0000034598	HDW	CREW	Penalty @ .5X	313.59	35.0	0.0	0.0
0000034598	HDW	CREW	1.5	84.00	3.0	0.0	0.0
0000034598	HDW	CREW	2.0	328.61	8.5	0.0	0.0
0000034598	HDW	CREW	Meals	276.00	23.0	0.0	0.0
0000034598	HDW	CREW	Penalty @ .5X	52.68	15.5	0.0	0.0
0000034598	HDW	CREW	1.5	10.20	1.0	0.0	0.0
0000034598	HDW	CREW	2.0	27.20	2.0	0.0	0.0
0000034598	HDW	CREW	Call-out OT @ 1.5	251.16	8.0	8.0	8.0
0000034598	HDW	CREW	Call-out OT @ 2.0x	910.46	21.8	21.8	21.8
0000034598	HDW	CREW	TIME	38.47	2.0	2.0	2.0
0000034598	HDW	CREW	1.5	1,204.64	43.0	43.0	43.0
0000034598	HDW	CREW	2.0	251.69	6.5	6.5	6.5
0000034598	HDW	CREW	TIME	3.40	0.5	0.5	0.0
0000034598	HDW	CREW	1.5	145.33	14.3	14.3	0.0
0000034598	HDW	CREW	2.0	20.40	1.5	1.5	0.0
0000034598	HDW	CREW	Scheduled OT @ 1.5x	4,403.27	150.0	150.0	150.0
0000034598	HDW	CREW	Scheduled OT @ 2.0x	1,818.05	44.0	44.0	44.0
0000034598	HDW	CREW	Scheduled OT @ 1.5x	306.00	30.0	30.0	0.0
0000034598	HDW	CREW	Scheduled OT @ 2.0x	23.80	1.8	1.8	0.0
0000034598	HDW	CREW	REGULAR EARNINGS	10,264.78	850.0	850.0	850.0
0000034598	HDW	CREW	Penalty @ .5X	197.36	32.5	0.0	0.0
0000034598	HDW	CREW	Penalty @ 1.0X	116.70	10.0	0.0	0.0
0000034598	HDW	CREW	1.5	27.11	1.5	0.0	0.0
0000034598	HDW	CREW	2.0	205.82	8.5	0.0	0.0
0000034598	HDW	CREW	Meals	264.00	22.0	0.0	0.0
0000034598	HDW	CREW	Call-out OT @ 1.5	73.44	4.0	4.0	4.0
0000034598	HDW	CREW	Call-out OT @ 2.0x	660.96	27.0	27.0	27.0
0000034598	HDW	CREW	TIME	23.92	2.0	2.0	2.0
0000034598	HDW	CREW	1.5	591.63	32.5	32.5	32.5
0000034598	HDW	CREW	2.0	507.09	21.3	21.3	21.3
0000034598	HDW	CREW	Scheduled OT @ 1.5x	3,000.72	165.8	165.8	165.8
0000034598	HDW	CREW	Scheduled OT @ 2.0x	145.17	6.0	6.0	6.0
0000034598	HDW	CREW	REGULAR EARNINGS	795.46	62.0	62.0	62.0
0000034598	HDW	CREW	REGULAR EARNINGS	161.20	124.0	124.0	0.0
0000034598	HDW	CREW	Penalty @ .5X	28.87	4.5	0.0	0.0
0000034598	HDW	CREW	1.5	9.62	0.5	0.0	0.0

EMPLOYEE ID	MP	DI	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000034598	HDW	CREW	2.0		12.83	0.5	0.0	0.0
0000034598	HDW	CREW	Meals		24.00	2.0	0.0	0.0
0000034598	HDW	CREW	Penalty @ .5X		5.84	9.0	0.0	0.0
0000034598	HDW	CREW	1.5		1.96	1.0	0.0	0.0
0000034598	HDW	CREW	2.0		2.60	1.0	0.0	0.0
0000034598	HDW	CREW	TIME		6.42	0.5	0.5	0.5
0000034598	HDW	CREW	1.5		110.66	5.8	5.8	5.8
0000034598	HDW	CREW	TIME		1.30	1.0	1.0	0.0
0000034598	HDW	CREW	1.5		22.38	11.5	11.5	0.0
0000034598	HDW	CREW	Scheduled OT @ 2.0x		256.60	10.0	10.0	10.0
0000034598	HDW	CREW	Scheduled OT @ 2.0x		52.00	20.0	20.0	0.0
0000034638	HDH	CREW	REGULAR EARNINGS		11,630.16	552.0	552.0	552.0
0000034638	HDH	CREW	Penalty @ .5X		552.70	52.5	0.0	0.0
0000034638	HDH	CREW	Penalty @ 1.0X		10.63	0.5	0.0	0.0
0000034638	HDH	CREW	1.5		94.68	3.0	0.0	0.0
0000034638	HDH	CREW	2.0		189.33	4.5	0.0	0.0
0000034638	HDH	CREW	Meals		312.00	26.0	0.0	0.0
0000034638	HDH	CREW	Call-out OT @ 2.0x		544.18	13.0	13.0	13.0
0000034638	HDH	CREW	TIME		63.28	3.0	3.0	3.0
0000034638	HDH	CREW	1.5		2,636.38	83.5	83.5	83.5
0000034638	HDH	CREW	2.0		136.05	3.3	3.3	3.3
0000034638	HDH	CREW	Scheduled OT @ 1.5x		1,769.64	56.0	56.0	56.0
0000034638	HDH	CREW	Scheduled OT @ 2.0x		635.26	15.0	15.0	15.0
0000034638	HDH	CREW	REGULAR EARNINGS		15,913.14	1,309.0	1,309.0	1,309.0
0000034638	HDH	CREW	Penalty @ .5X		783.16	129.0	0.0	0.0
0000034638	HDH	CREW	Penalty @ 1.0X		186.72	16.0	0.0	0.0
0000034638	HDH	CREW	1.5		219.56	12.0	0.0	0.0
0000034638	HDH	CREW	2.0		414.21	17.5	0.0	0.0
0000034638	HDH	CREW	O/T Height 1.5		24.48	4.0	0.0	0.0
0000034638	HDH	CREW	Meals		780.00	65.0	0.0	0.0
0000034638	HDH	CREW	Call-out OT @ 1.5		210.06	12.0	12.0	12.0
0000034638	HDH	CREW	Call-out OT @ 2.0x		1,096.98	47.0	47.0	47.0
0000034638	HDH	CREW	TIME		96.27	8.0	8.0	8.0
0000034638	HDH	CREW	1.5		2,523.52	138.0	138.0	138.0
0000034638	HDH	CREW	2.0		812.15	34.5	34.5	34.5
0000034638	HDH	CREW	Scheduled OT @ 1.5x		1,882.80	104.0	104.0	104.0
0000034638	HDH	CREW	Scheduled OT @ 2.0x		227.53	9.5	9.5	9.5
0000034638	HDH	CREW	REGULAR EARNINGS		113.04	8.0	8.0	8.0
0000034638	HDH	CREW	Penalty @ .5X		7.07	1.0	0.0	0.0
0000034638	HDH	CREW	Meals		12.00	1.0	0.0	0.0
0000034638	HDH	CREW	1.5		31.79	1.5	1.5	1.5
0000034641	HDK	CREW	REGULAR EARNINGS		12,012.02	570.0	570.0	570.0
0000034641	HDK	CREW	Penalty @ .5X		168.84	16.0	0.0	0.0
0000034641	HDK	CREW	1.5		157.70	5.0	0.0	0.0
0000034641	HDK	CREW	2.0		273.05	6.5	0.0	0.0
0000034641	HDK	CREW	Meals		276.00	23.0	0.0	0.0
0000034641	HDK	CREW	Call-out OT @ 1.5		127.50	4.0	4.0	4.0
0000034641	HDK	CREW	Call-out OT @ 2.0x		340.00	8.0	8.0	8.0
0000034641	HDK	CREW	1.5		1,218.07	38.7	38.7	38.7
0000034641	HDK	CREW	2.0		533.72	12.8	12.8	12.8
0000034641	HDK	CREW	Scheduled OT @ 1.5x		4,508.70	143.0	143.0	143.0

EMPLOYEE ID	EMP DT	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000034641	HDK	CREW	Scheduled OT @ 2.0x	784.88	18.8	18.8	18.8
0000034641	HDK	CREW	REGULAR EARNINGS	16,086.30	1,322.0	1,322.0	1,322.0
0000034641	HDK	CREW	Penalty @ .5X	266.82	44.3	0.0	0.0
0000034641	HDK	CREW	Penalty @ 1.0X	147.89	12.5	0.0	0.0
0000034641	HDK	CREW	1.5	294.29	16.0	0.0	0.0
0000034641	HDK	CREW	2.0	487.03	20.0	0.0	0.0
0000034641	HDK	CREW	Meals	912.00	76.0	0.0	0.0
0000034641	HDK	CREW	Call-out OT @ 1.5	76.98	4.0	4.0	4.0
0000034641	HDK	CREW	Call-out OT @ 2.0x	639.87	25.8	25.8	25.8
0000034641	HDK	CREW	TIME	12.24	1.0	1.0	1.0
0000034641	HDK	CREW	1.5	1,898.78	103.8	103.8	103.8
0000034641	HDK	CREW	2.0	648.43	27.1	27.1	27.1
0000034641	HDK	CREW	Scheduled OT @ 1.5x	5,767.57	317.0	317.0	317.0
0000034641	HDK	CREW	Scheduled OT @ 2.0x	2,957.68	120.0	120.0	120.0
0000034641	HDK	CREW	REGULAR EARNINGS	141.30	10.0	10.0	10.0
0000034652	HDW	CREW	REGULAR EARNINGS	50,438.46	1,659.0	1,659.0	1,659.0
0000034652	HDW	CREW	Penalty @ .5X	1,283.13	84.5	0.0	0.0
0000034652	HDW	CREW	1.5	432.40	9.5	0.0	0.0
0000034652	HDW	CREW	2.0	910.20	15.0	0.0	0.0
0000034652	HDW	CREW	Meals	600.00	50.0	0.0	0.0
0000034652	HDW	CREW	Call-out OT @ 1.5	841.94	18.5	18.5	18.5
0000034652	HDW	CREW	Call-out OT @ 2.0x	3,003.66	49.5	49.5	49.5
0000034652	HDW	CREW	TIME	75.85	2.5	2.5	2.5
0000034652	HDW	CREW	1.5	3,841.92	84.3	84.3	84.3
0000034652	HDW	CREW	2.0	728.16	12.0	12.0	12.0
0000034652	HDW	CREW	Scheduled OT @ 1.5x	16,956.06	372.0	372.0	372.0
0000034652	HDW	CREW	Scheduled OT @ 2.0x	4,171.98	68.8	68.8	68.8
0000034745	HDH	CREW	REGULAR EARNINGS	29,375.56	1,052.0	1,052.0	1,052.0
0000034745	HDH	CREW	Penalty @ .5X	1,829.38	131.2	0.0	0.0
0000034745	HDH	CREW	Penalty @ 1.0X	445.28	16.0	0.0	0.0
0000034745	HDH	CREW	1.5	313.37	7.5	0.0	0.0
0000034745	HDH	CREW	2.0	1,171.73	21.0	0.0	0.0
0000034745	HDH	CREW	O/T Height 1.5	27.83	2.0	0.0	0.0
0000034745	HDH	CREW	Meals	864.00	72.0	0.0	0.0
0000034745	HDH	CREW	Call-out OT @ 1.5	1,006.80	24.0	24.0	24.0
0000034745	HDH	CREW	Call-out OT @ 2.0x	4,835.66	86.6	86.6	86.6
0000034745	HDH	CREW	TIME	153.09	5.5	5.5	5.5
0000034745	HDH	CREW	1.5	5,366.41	128.5	128.5	128.5
0000034745	HDH	CREW	2.0	1,116.48	20.0	20.0	20.0
0000034745	HDH	CREW	Scheduled OT @ 1.5x	5,876.28	140.0	140.0	140.0
0000034745	HDH	CREW	Scheduled OT @ 2.0x	361.79	6.5	6.5	6.5
0000034746	HDH	CREW	REGULAR EARNINGS	30,384.00	1,088.0	1,088.0	1,088.0
0000034746	HDH	CREW	Penalty @ .5X	1,820.14	130.4	0.0	0.0
0000034746	HDH	CREW	Penalty @ 1.0X	490.92	17.5	0.0	0.0
0000034746	HDH	CREW	1.5	334.86	8.0	0.0	0.0
0000034746	HDH	CREW	2.0	1,536.80	27.5	0.0	0.0
0000034746	HDH	CREW	Meals	972.00	81.0	0.0	0.0
0000034746	HDH	CREW	Call-out OT @ 1.5	1,345.68	32.0	32.0	32.0
0000034746	HDH	CREW	Call-out OT @ 2.0x	6,972.52	124.7	124.7	124.7
0000034746	HDH	CREW	TIME	195.86	7.0	7.0	7.0
0000034746	HDH	CREW	1.5	7,194.95	171.8	171.8	171.8

EMPLOYEE	EMP DT	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000034746	HDH	CREW	2.0	1,448.39	26.0	26.0	26.0
0000034746	HDH	CREW	Scheduled OT @ 1.5x	4,589.22	109.5	109.5	109.5
0000034746	HDH	CREW	Scheduled OT @ 2.0x	814.04	14.5	14.5	14.5
0000034859	HDK	CREW	REGULAR EARNINGS	4,596.51	151.5	151.5	151.5
0000034859	HDK	CREW	Penalty @ .5X	18.96	1.3	0.0	0.0
0000034859	HDK	CREW	2.0	60.68	1.0	0.0	0.0
0000034859	HDK	CREW	Meals	24.00	2.0	0.0	0.0
0000034859	HDK	CREW	1.5	182.04	4.0	4.0	4.0
0000034859	HDK	CREW	2.0	182.04	3.0	3.0	3.0
0000034859	HDK	CREW	Scheduled OT @ 1.5x	1,729.38	38.0	38.0	38.0
0000034859	HDK	CREW	Scheduled OT @ 2.0x	364.08	6.0	6.0	6.0
0000034906	HDK	CREW	REGULAR EARNINGS	9,095.84	296.0	296.0	296.0
0000034906	HDK	CREW	Penalty @ .5X	107.77	7.0	0.0	0.0
0000034906	HDK	CREW	1.5	115.46	2.5	0.0	0.0
0000034906	HDK	CREW	2.0	214.18	3.5	0.0	0.0
0000034906	HDK	CREW	Meals	156.00	13.0	0.0	0.0
0000034906	HDK	CREW	Call-out OT @ 1.5	334.84	7.3	7.3	7.3
0000034906	HDK	CREW	Call-out OT @ 2.0x	862.12	14.0	14.0	14.0
0000034906	HDK	CREW	1.5	1,130.39	24.7	24.7	24.7
0000034906	HDK	CREW	Scheduled OT @ 1.5x	1,847.40	40.0	40.0	40.0
0000030479	HAK	CSM	Difference	30.24	24.0	0.0	0.0
0000030479	HAK	CSM	REGULAR EARNINGS	40,950.12	1,628.0	1,628.0	1,628.0
0000030479	HAK	CSM	Penalty @ .5X	37.67	3.0	0.0	0.0
0000030479	HAK	CSM	Call-out OT @ 1.5	75.33	2.0	2.0	2.0
0000030479	HAK	CSM	TIME	12.56	0.5	0.5	0.5
0000030479	HAK	CSM	1.5	94.15	2.5	2.5	2.5
0000030479	HAK	CSM	Scheduled OT @ 1.5x	1,195.86	31.8	31.8	31.8
0000030479	HAK	CSM	Scheduled OT @ 2.0x	1,104.84	22.0	22.0	22.0
0000030628	HAW	CSM	Difference	1,973.41	887.3	0.0	0.0
0000030628	HAW	CSM	REGULAR EARNINGS	29,130.56	1,160.0	1,160.0	1,160.0
0000030628	HAW	CSM	1.5	188.30	5.0	0.0	0.0
0000030628	HAW	CSM	2.0	50.22	1.0	0.0	0.0
0000030628	HAW	CSM	Meals	156.00	13.0	0.0	0.0
0000030628	HAW	CSM	Call-out OT @ 1.5	94.16	2.5	2.5	2.5
0000030628	HAW	CSM	1.5	235.40	6.3	6.3	6.3
0000030628	HAW	CSM	Scheduled OT @ 1.5x	2,711.88	72.0	72.0	72.0
0000030628	HAW	CSM	Scheduled OT @ 2.0x	2,837.44	56.5	56.5	56.5
0000030654	HAK	CSM	REGULAR EARNINGS	48,874.89	1,782.3	1,782.3	1,782.3
0000030654	HAK	CSM	Penalty @ .5X	41.06	3.0	0.0	0.0
0000030654	HAK	CSM	1.5	41.06	1.0	0.0	0.0
0000030654	HAK	CSM	Meals	84.00	7.0	0.0	0.0
0000030654	HAK	CSM	Call-out OT @ 1.5	83.31	2.0	2.0	2.0
0000030654	HAK	CSM	TIME	13.69	0.5	0.5	0.5
0000030654	HAK	CSM	1.5	801.48	19.5	19.5	19.5
0000030654	HAK	CSM	Scheduled OT @ 1.5x	2,955.30	71.8	71.8	71.8
0000030654	HAK	CSM	Scheduled OT @ 2.0x	1,259.02	23.0	23.0	23.0
0000030906	HAW	CSM	Difference	2,303.69	857.1	0.0	0.0
0000030906	HAW	CSM	REGULAR EARNINGS	47,251.78	1,762.8	1,762.8	1,762.8
0000030906	HAW	CSM	Penalty @ .5X	836.83	62.5	0.0	0.0
0000030906	HAW	CSM	Penalty @ 1.0X	133.75	5.0	0.0	0.0
0000030906	HAW	CSM	1.5	241.33	6.0	0.0	0.0



EMPLOYEE ID	EMP DI	LAB COST CLASS	NAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030906	HAW	CSM	Meals	456.00	38.0	0.0	0.0
0000030906	HAW	CSM	TIME	214.21	8.0	8.0	8.0
0000030906	HAW	CSM	1.5	6,101.15	151.7	151.7	151.7
0000030962	HAW	CSM	Difference	556.74	487.0	0.0	0.0
0000030962	HAW	CSM	REGULAR EARNINGS	41,166.92	1,826.0	1,826.0	1,826.0
0000030962	HAW	CSM	1.5	304.29	9.0	0.0	0.0
0000030962	HAW	CSM	2.0	22.50	0.5	0.0	0.0
0000030962	HAW	CSM	Meals	240.00	20.0	0.0	0.0
0000030962	HAW	CSM	Call-out OT @ 2.0x	90.00	2.0	2.0	2.0
0000030962	HAW	CSM	1.5	1,073.50	31.8	31.8	31.8
0000030962	HAW	CSM	Scheduled OT @ 1.5x	3,517.68	104.0	104.0	104.0
0000030962	HAW	CSM	Scheduled OT @ 2.0x	2,466.31	54.8	54.8	54.8
0000030970	HAW	CSM	Difference	940.34	764.7	0.0	0.0
0000030970	HAW	CSM	REGULAR EARNINGS	46,217.17	1,837.0	1,837.0	1,837.0
0000030970	HAW	CSM	Penalty @ .5X	1,362.78	108.3	0.0	0.0
0000030970	HAW	CSM	1.5	18.83	0.5	0.0	0.0
0000030970	HAW	CSM	Meals	24.00	2.0	0.0	0.0
0000030970	HAW	CSM	TIME	339.94	13.5	13.5	13.5
0000030970	HAW	CSM	1.5	1,981.09	52.5	52.5	52.5
0000030972	HAK	CSM	REGULAR EARNINGS	36,737.92	1,632.0	1,632.0	1,632.0
0000030972	HAK	CSM	Penalty @ .5X	50.63	4.5	0.0	0.0
0000030972	HAK	CSM	1.5	16.88	0.5	0.0	0.0
0000030972	HAK	CSM	Meals	12.00	1.0	0.0	0.0
0000030972	HAK	CSM	Call-out OT @ 1.5	270.96	8.0	8.0	8.0
0000030972	HAK	CSM	TIME	11.25	0.5	0.5	0.5
0000030972	HAK	CSM	1.5	497.83	14.8	14.8	14.8
0000030972	HAK	CSM	Scheduled OT @ 1.5x	1,741.97	51.5	51.5	51.5
0000030972	HAK	CSM	Scheduled OT @ 2.0x	675.00	15.0	15.0	15.0
0000033323	HAK	CSM	Difference	9.94	81.5	0.0	0.0
0000033323	HAK	CSM	REGULAR EARNINGS	41,117.10	1,831.0	1,831.0	1,831.0
0000033323	HAK	CSM	REGULAR EARNINGS	42.00	280.0	280.0	0.0
0000033323	HAK	CSM	Penalty @ .5X	73.13	6.5	0.0	0.0
0000033323	HAK	CSM	Call-out OT @ 1.5	67.50	2.0	2.0	2.0
0000033323	HAK	CSM	TIME	22.50	1.0	1.0	1.0
0000033323	HAK	CSM	1.5	713.65	21.1	21.1	21.1
0000033323	HAK	CSM	1.5	0.36	1.6	1.6	0.0
0000033323	HAK	CSM	Scheduled OT @ 1.5x	3,060.77	90.8	90.8	90.8
0000033323	HAK	CSM	Scheduled OT @ 2.0x	983.40	22.0	22.0	22.0
0000033323	HAK	CSM	Scheduled OT @ 1.5x	3.43	15.3	15.3	0.0
0000033555	HAW	CSM	Difference	1,123.54	927.5	0.0	0.0
0000033555	HAW	CSM	REGULAR EARNINGS	40,678.93	1,907.0	1,907.0	1,907.0
0000033555	HAW	CSM	1.5	223.57	7.0	0.0	0.0
0000033555	HAW	CSM	2.0	42.58	1.0	0.0	0.0
0000033555	HAW	CSM	Meals	228.00	19.0	0.0	0.0
0000033555	HAW	CSM	1.5	687.99	21.5	21.5	21.5
0000033555	HAW	CSM	Scheduled OT @ 1.5x	4,095.12	128.0	128.0	128.0
0000033555	HAW	CSM	Scheduled OT @ 2.0x	2,661.26	62.5	62.5	62.5
0000034076	HAK	CSM	Difference	411.18	325.0	0.0	0.0
0000034076	HAK	CSM	REGULAR EARNINGS	39,761.44	1,864.0	1,864.0	1,864.0
0000034076	HAK	CSM	Penalty @ .5X	122.42	11.5	0.0	0.0
0000034076	HAK	CSM	TIME	21.29	1.0	1.0	1.0

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0000034076	HAK	CSM	1.5	466.58	14.6	14.6	14.6
0000034076	HAK	CSM	Scheduled OT @ 1.5x	3,621.42	113.2	113.2	113.2
0000034076	HAK	CSM	Scheduled OT @ 2.0x	979.34	23.0	23.0	23.0
0000034136	HAK	CSM	Difference	95.40	71.0	0.0	0.0
0000034136	HAK	CSM	REGULAR EARNINGS	21,753.06	1,021.8	1,021.8	1,021.8
0000034136	HAK	CSM	Penalty @ .5X	42.58	4.0	0.0	0.0
0000034136	HAK	CSM	1.5	274.10	8.6	8.6	8.6
0000034136	HAK	CSM	Scheduled OT @ 1.5x	1,149.66	36.0	36.0	36.0
0000034136	HAK	CSM	Scheduled OT @ 2.0x	298.06	7.0	7.0	7.0
0000034363	HAW	CSM	Difference	530.80	333.8	0.0	0.0
0000034363	HAW	CSM	REGULAR EARNINGS	38,514.16	1,904.0	1,904.0	1,904.0
0000034363	HAW	CSM	1.5	171.09	5.5	0.0	0.0
0000034363	HAW	CSM	2.0	39.61	1.0	0.0	0.0
0000034363	HAW	CSM	Meals	168.00	14.0	0.0	0.0
0000034363	HAW	CSM	1.5	196.12	6.3	6.3	6.3
0000034363	HAW	CSM	Scheduled OT @ 1.5x	3,974.76	128.0	128.0	128.0
0000034363	HAW	CSM	Scheduled OT @ 2.0x	2,152.56	52.8	52.8	52.8
0000034667	HAK	CSM	Difference	255.98	108.7	0.0	0.0
0000034667	HAK	CSM	REGULAR EARNINGS	27,551.08	1,604.5	1,604.5	1,604.5
0000034667	HAK	CSM	Penalty @ .5X	97.42	11.5	0.0	0.0
0000034667	HAK	CSM	TIME	25.08	1.5	1.5	1.5
0000034667	HAK	CSM	1.5	232.84	9.1	9.1	9.1
0000034667	HAK	CSM	Scheduled OT @ 1.5x	2,148.42	82.5	82.5	82.5
0000034667	HAK	CSM	Scheduled OT @ 2.0x	255.04	8.0	8.0	8.0
0000034853	HAK	CSM	REGULAR EARNINGS	8,124.48	504.0	504.0	504.0
0000034853	HAK	CSM	1.5	78.25	3.3	3.3	3.3
0000034853	HAK	CSM	Scheduled OT @ 1.5x	579.60	24.0	24.0	24.0
0000030990	HWC	DP-ED	REGULAR EARNINGS	52,189.94	1,840.0	1,840.0	1,840.0
0000033895	HWK	DP-ED	Difference	102.40	160.0	0.0	0.0
0000033895	HWK	DP-ED	REGULAR EARNINGS	40,191.87	1,559.0	1,559.0	1,559.0
0000033895	HWK	DP-ED	REGULAR EARNINGS	21.28	56.0	56.0	0.0
0000033895	HWK	DP-ED	1.5	28.86	0.8	0.8	0.8
0000030290	HNA	E	REGULAR EARNINGS	73,185.88	1,806.5	1,806.5	1,806.5
0000030290	HNA	E	value)	0.00	49.0	49.0	49.0
0000030290	HNA	E	Mexempt	0.00	0.0	0.0	0.0
0000030294	HCA	E	REGULAR EARNINGS	81,662.69	1,840.0	1,840.0	1,840.0
0000030294	HCA	E	value)	0.00	164.0	164.0	164.0
0000030319	HGX	ELEAC	Difference	1,309.62	309.5	0.0	0.0
0000030319	HGX	ELEAC	REGULAR EARNINGS	46,729.12	1,421.0	1,421.0	1,421.0
0000030319	HGX	ELEAC	Exempt	262.87	8.0	0.0	0.0
0000030319	HGX	ELEAC	Penalty @ .5X	98.52	6.0	0.0	0.0
0000030319	HGX	ELEAC	1.5	2,761.54	56.0	0.0	0.0
0000030319	HGX	ELEAC	2.0	1,477.41	22.5	0.0	0.0
0000030319	HGX	ELEAC	Meals	1,896.00	158.0	0.0	0.0
0000030319	HGX	ELEAC	Call-out OT @ 1.5	787.20	16.0	16.0	16.0
0000030319	HGX	ELEAC	Call-out OT @ 2.0x	1,935.20	29.5	29.5	29.5
0000030319	HGX	ELEAC	TIME	49.68	1.5	1.5	1.5
0000030319	HGX	ELEAC	1.5	18,696.16	379.0	379.0	379.0
0000030319	HGX	ELEAC	2.0	2,788.00	42.5	42.5	42.5
0000030319	HGX	ELEAC	Scheduled OT @ 1.5x	15,417.65	312.5	312.5	312.5
0000030319	HGX	ELEAC	Scheduled OT @ 2.0x	7,492.13	113.5	113.5	113.5

EMPLOYEE ID	EMP DT	LAB COST CLASS	TNAME_A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030336	HGM	ELEAC	Difference	2,531.07	966.8	0.0	0.0
0000030336	HGM	ELEAC	REGULAR EARNINGS	23,786.56	784.0	784.0	784.0
0000030336	HGM	ELEAC	EST	60.68	2.0	0.0	0.0
0000030336	HGM	ELEAC	Penalty @.5X	15.17	1.0	0.0	0.0
0000030336	HGM	ELEAC	1.5	113.79	2.5	0.0	0.0
0000030336	HGM	ELEAC	2.0	151.70	2.5	0.0	0.0
0000030336	HGM	ELEAC	Meals	132.00	11.0	0.0	0.0
0000030336	HGM	ELEAC	Call-out OT @ 1.5	1,171.88	25.8	25.8	25.8
0000030336	HGM	ELEAC	Call-out OT @ 2.0x	1,365.30	22.5	22.5	22.5
0000030336	HGM	ELEAC	1.5	455.10	10.0	10.0	10.0
0000030336	HGM	ELEAC	Scheduled OT @ 1.5x	182.04	4.0	4.0	4.0
0000030336	HGM	ELEAC	Scheduled OT @ 2.0x	1,001.22	16.5	16.5	16.5
0000030945	HGM	ELEAC	Difference	7,567.84	2,708.5	0.0	0.0
0000030945	HGM	ELEAC	REGULAR EARNINGS	53,584.82	1,763.0	1,763.0	1,763.0
0000030945	HGM	ELEAC	EST	60.68	2.0	0.0	0.0
0000030945	HGM	ELEAC	Penalty @.5X	182.05	12.0	0.0	0.0
0000030945	HGM	ELEAC	1.5	797.15	17.5	0.0	0.0
0000030945	HGM	ELEAC	2.0	820.53	13.5	0.0	0.0
0000030945	HGM	ELEAC	Meals	1,164.00	97.0	0.0	0.0
0000030945	HGM	ELEAC	Call-out OT @ 1.5	364.08	8.0	8.0	8.0
0000030945	HGM	ELEAC	Call-out OT @ 2.0x	546.12	9.0	9.0	9.0
0000030945	HGM	ELEAC	TIME	45.51	1.5	1.5	1.5
0000030945	HGM	ELEAC	1.5	8,367.70	183.5	183.5	183.5
0000030945	HGM	ELEAC	2.0	487.24	8.0	8.0	8.0
0000030945	HGM	ELEAC	Scheduled OT @ 1.5x	12,590.46	276.0	276.0	276.0
0000030945	HGM	ELEAC	Scheduled OT @ 2.0x	5,916.30	97.5	97.5	97.5
0000030947	HGM	ELEAC	Difference	615.35	234.5	0.0	0.0
0000030947	HGM	ELEAC	REGULAR EARNINGS	51,427.08	1,692.0	1,692.0	1,692.0
0000030947	HGM	ELEAC	EST	60.68	2.0	0.0	0.0
0000030947	HGM	ELEAC	Penalty @.5X	30.34	2.0	0.0	0.0
0000030947	HGM	ELEAC	1.5	205.15	4.5	0.0	0.0
0000030947	HGM	ELEAC	2.0	152.15	2.5	0.0	0.0
0000030947	HGM	ELEAC	Meals	252.00	21.0	0.0	0.0
0000030947	HGM	ELEAC	Call-out OT @ 1.5	182.04	4.0	4.0	4.0
0000030947	HGM	ELEAC	Call-out OT @ 2.0x	151.70	2.5	2.5	2.5
0000030947	HGM	ELEAC	1.5	1,760.59	38.5	38.5	38.5
0000030947	HGM	ELEAC	2.0	92.37	1.5	1.5	1.5
0000030947	HGM	ELEAC	Scheduled OT @ 1.5x	1,097.64	24.0	24.0	24.0
0000030947	HGM	ELEAC	Scheduled OT @ 2.0x	1,577.68	26.0	26.0	26.0
0000033958	HGX	ELEAC	Difference	3,931.23	1,300.0	0.0	0.0
0000033958	HGX	ELEAC	REGULAR EARNINGS	47,051.18	1,547.0	1,547.0	1,547.0
0000033958	HGX	ELEAC	Penalty @.5X	45.63	3.0	0.0	0.0
0000033958	HGX	ELEAC	1.5	2,764.67	60.5	0.0	0.0
0000033958	HGX	ELEAC	2.0	1,366.20	22.5	0.0	0.0
0000033958	HGX	ELEAC	Meals	2,064.00	172.0	0.0	0.0
0000033958	HGX	ELEAC	Call-out OT @ 1.5	554.85	12.0	12.0	12.0
0000033958	HGX	ELEAC	Call-out OT @ 2.0x	2,155.94	35.5	35.5	35.5
0000033958	HGX	ELEAC	1.5	19,133.37	419.0	419.0	419.0
0000033958	HGX	ELEAC	2.0	2,215.27	36.5	36.5	36.5
0000033958	HGX	ELEAC	Scheduled OT @ 1.5x	8,451.75	185.0	185.0	185.0
0000033958	HGX	ELEAC	Scheduled OT @ 2.0x	4,361.57	71.5	71.5	71.5

EMPLOYEE ID	EMP DT	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000034175	HGK	ELEAC	REGULAR EARNINGS	49,388.04	1,836.0	1,836.0	1,836.0
0000034175	HGK	ELEAC	Penalty @ .5X	26.76	2.0	0.0	0.0
0000034175	HGK	ELEAC	1.5	4,143.93	102.5	0.0	0.0
0000034175	HGK	ELEAC	2.0	1,251.07	23.5	0.0	0.0
0000034175	HGK	ELEAC	Meals	3,048.00	254.0	0.0	0.0
0000034175	HGK	ELEAC	Call-out OT @ 1.5	235.23	6.0	6.0	6.0
0000034175	HGK	ELEAC	Call-out OT @ 2.0x	2,209.28	42.0	42.0	42.0
0000034175	HGK	ELEAC	1.5	21,569.32	535.5	535.5	535.5
0000034175	HGK	ELEAC	2.0	455.49	8.5	8.5	8.5
0000034175	HGK	ELEAC	Scheduled OT @ 1.5x	11,324.12	279.0	279.0	279.0
0000034175	HGK	ELEAC	Scheduled OT @ 2.0x	6,682.17	124.5	124.5	124.5
0000034304	HGM	ELEAC	Difference	793.79	1,232.5	0.0	0.0
0000034304	HGM	ELEAC	REGULAR EARNINGS	54,068.00	1,812.0	1,812.0	1,812.0
0000034304	HGM	ELEAC	EST	59.56	2.0	0.0	0.0
0000034304	HGM	ELEAC	Penalty @ .5X	231.45	15.5	0.0	0.0
0000034304	HGM	ELEAC	1.5	447.40	10.0	0.0	0.0
0000034304	HGM	ELEAC	2.0	567.97	9.5	0.0	0.0
0000034304	HGM	ELEAC	Meals	828.00	69.0	0.0	0.0
0000034304	HGM	ELEAC	Call-out OT @ 1.5	876.23	19.5	19.5	19.5
0000034304	HGM	ELEAC	Call-out OT @ 2.0x	714.72	12.0	12.0	12.0
0000034304	HGM	ELEAC	1.5	4,550.82	101.5	101.5	101.5
0000034304	HGM	ELEAC	2.0	299.52	5.0	5.0	5.0
0000034304	HGM	ELEAC	Scheduled OT @ 1.5x	7,867.08	176.0	176.0	176.0
0000034304	HGM	ELEAC	Scheduled OT @ 2.0x	4,678.90	78.5	78.5	78.5
0000030223	HWX	ENG	REGULAR EARNINGS	56,520.80	1,712.0	1,712.0	1,712.0
0000030223	HWX	ENG	value)	0.00	9.0	9.0	9.0
0000030223	HWX	ENG	Exempt	32.60	1.0	0.0	0.0
0000030354	HWX	ENG	REGULAR EARNINGS	58,018.39	1,802.5	1,802.5	1,802.5
0000033910	HWX	ENG	REGULAR EARNINGS	59,445.76	1,911.5	1,911.5	1,911.5
0000033910	HWX	ENG	value)	0.00	79.5	79.5	79.5
0000033910	HWX	ENG	Exempt	455.77	15.0	0.0	0.0
0000034131	HWX	ENG	REGULAR EARNINGS	29,205.41	984.0	984.0	984.0
0000034131	HWX	ENG	value)	0.00	7.0	7.0	7.0
0000034131	HWX	ENG	Exempt	470.00	16.0	0.0	0.0
0000034945	HWX	ENG	REGULAR EARNINGS	3,686.54	120.0	120.0	120.0
0000034946	HWX	ENG	REGULAR EARNINGS	3,576.93	120.0	120.0	120.0
0000030265	HWA	E-V	REGULAR EARNINGS	101,554.57	1,800.0	1,800.0	1,800.0
0000030282	HAA	E-V	REGULAR EARNINGS	93,017.35	1,850.0	1,850.0	1,850.0
0000030282	HAA	E-V	value)	0.00	198.5	198.5	198.5
0000030284	HDA	E-V	REGULAR EARNINGS	93,261.89	1,848.0	1,848.0	1,848.0
0000030284	HDA	E-V	value)	0.00	15.0	15.0	15.0
0000034069	HGA	E-V	REGULAR EARNINGS	100,166.79	1,884.0	1,884.0	1,884.0
0000034069	HGA	E-V	value)	0.00	160.0	160.0	160.0
0000010006	H9P	EXEC	REGULAR EARNINGS	181,045.09	1,976.0	1,976.0	1,976.0
0000030263	HDK	FS	REGULAR EARNINGS	79,314.69	1,800.0	1,800.0	1,800.0
0000030263	HDK	FS	value)	0.00	1.5	1.5	1.5
0000030269	HGT	FS	REGULAR EARNINGS	82,557.72	1,784.0	1,784.0	1,784.0
0000030269	HGT	FS	value)	0.00	3.5	3.5	3.5
0000030269	HGT	FS	Mexempt	91.35	2.0	0.0	0.0
0000030272	HWX	FS	REGULAR EARNINGS	79,759.50	1,777.5	1,777.5	1,777.5
0000030272	HWX	FS	value)	0.00	4.0	4.0	4.0

EMPLOYEE ID	EMP DI	LAB COST CLASS	TNAME_A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030272	HWX	FS	Exempt	730.60	16.5	0.0	0.0
0000030313	HDC	FS	REGULAR EARNINGS	68,569.75	1,715.5	1,715.5	1,715.5
0000030313	HDC	FS	REGULAR EARNINGS	3,103.85	1.0	1.0	1.0
0000030349	HGA	FS	REGULAR EARNINGS	78,168.84	1,852.0	1,852.0	1,852.0
0000030349	HGA	FS	value)	0.00	23.0	23.0	23.0
0000030850	HDH	FS	REGULAR EARNINGS	74,276.47	1,760.0	1,760.0	1,760.0
0000030850	HDH	FS	value)	0.00	91.0	91.0	91.0
0000030850	HDH	FS	Exempt	3,394.32	82.0	0.0	0.0
0000030850	HDH	FS	Penalty @ .5X	672.66	32.5	0.0	0.0
0000030936	HGM	FS	REGULAR EARNINGS	27,375.00	584.0	584.0	584.0
0000030936	HGM	FS	value)	0.00	24.5	24.5	24.5
0000030936	HGM	FS	TIME	23.44	0.5	0.5	0.5
0000030341	HCB	I	REGULAR EARNINGS	17,834.90	916.8	916.8	916.8
0000030341	HCB	I	Exempt	676.91	23.3	23.3	23.3
0000030342	HCB	I	REGULAR EARNINGS	34,184.53	1,779.5	1,779.5	1,779.5
0000030342	HCB	I	Exempt	3,602.74	124.3	124.3	124.3
0000030833	H9P	I	Adjustment-HEIRS	7.69	1.0	0.0	0.0
0000030833	H9P	I	REGULAR EARNINGS	36,114.12	1,318.1	1,318.1	1,318.1
0000030833	H9P	I	Exempt	2,522.83	61.3	61.3	61.3
0000033953	HNA	I	REGULAR EARNINGS	20,970.17	1,130.0	1,130.0	1,130.0
0000033953	HNA	I	Exempt	869.85	31.3	31.3	31.3
0000033953	HNP	I	REGULAR EARNINGS	13,910.15	773.5	773.5	773.5
0000033953	HNP	I	Exempt	472.00	17.5	17.5	17.5
0000034764	HNP	I	REGULAR EARNINGS	19,879.33	939.8	939.8	939.8
0000034764	HNP	I	Exempt	1,158.18	36.5	36.5	36.5
0000034860	HCB	I	REGULAR EARNINGS	7,516.93	448.0	448.0	448.0
0000034860	HCB	I	Exempt	100.67	4.0	4.0	4.0
0000030649	HDK	INSPE	REGULAR EARNINGS	53,306.56	1,696.0	1,696.0	1,696.0
0000030649	HDK	INSPE	Penalty @ .5X	7.84	0.5	0.0	0.0
0000030649	HDK	INSPE	1.5	1,414.78	30.0	0.0	0.0
0000030649	HDK	INSPE	2.0	125.48	2.0	0.0	0.0
0000030649	HDK	INSPE	Differential - Helicopter	12.00	1.0	0.0	0.0
0000030649	HDK	INSPE	Meals	840.00	70.0	0.0	0.0
0000030649	HDK	INSPE	Call-out OT @ 1.5	190.98	4.0	4.0	4.0
0000030649	HDK	INSPE	Call-out OT @ 2.0x	95.49	1.5	1.5	1.5
0000030649	HDK	INSPE	1.5	10,264.81	217.8	217.8	217.8
0000030649	HDK	INSPE	2.0	183.15	2.9	2.9	2.9
0000030649	HDK	INSPE	Scheduled OT @ 1.5x	470.55	10.0	10.0	10.0
0000030649	HDK	INSPE	Scheduled OT @ 2.0x	31.37	0.5	0.5	0.5
0000030879	HDW	INSPE	Difference	0.00	332.0	0.0	0.0
0000030879	HDW	INSPE	REGULAR EARNINGS	18,889.99	599.0	599.0	599.0
0000030879	HDW	INSPE	Penalty @ .5X	150.97	9.5	0.0	0.0
0000030879	HDW	INSPE	1.5	141.86	3.0	0.0	0.0
0000030879	HDW	INSPE	Meals	84.00	7.0	0.0	0.0
0000030879	HDW	INSPE	1.5	1,159.07	24.5	24.5	24.5
0000030955	HDR	INSPE	REGULAR EARNINGS	50,369.72	1,669.0	1,669.0	1,669.0
0000030955	HDR	INSPE	Penalty @ .5X	15.06	1.0	0.0	0.0
0000030955	HDR	INSPE	Penalty @ 1.0X	240.96	8.0	0.0	0.0
0000030955	HDR	INSPE	1.5	158.13	3.5	0.0	0.0
0000030955	HDR	INSPE	2.0	150.60	2.5	0.0	0.0
0000030955	HDR	INSPE	Differential - Helicopter	336.00	28.0	0.0	0.0

EMPLOYEE_ID	EMP_DT	LAB_COST CLASS	TNAME_A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030955	HDR	INSPE	Meals	420.00	35.0	0.0	0.0
0000030955	HDR	INSPE	Call-out OT @ 1.5	451.80	10.0	10.0	10.0
0000030955	HDR	INSPE	Call-out OT @ 2.0x	1,234.92	20.5	20.5	20.5
0000030955	HDR	INSPE	TIME	45.18	1.5	1.5	1.5
0000030955	HDR	INSPE	1.5	10,723.03	237.0	237.0	237.0
0000030955	HDR	INSPE	2.0	512.04	8.5	8.5	8.5
0000030991	HWC	JCP-CE	REGULAR EARNINGS	43,892.27	1,793.0	1,793.0	1,793.0
0000030991	HWC	JCP-CE	1.5	36.64	1.0	0.0	0.0
0000030991	HWC	JCP-CE	Meals	24.00	2.0	0.0	0.0
0000030991	HWC	JCP-CE	1.5	274.84	7.5	7.5	7.5
0000031007	HWC	JCP-CE	REGULAR EARNINGS	42,496.88	1,736.0	1,736.0	1,736.0
0000031007	HWC	JCP-CE	1.5	774.14	21.0	21.0	21.0
0000031022	HWC	JCP-CE	REGULAR EARNINGS	40,145.84	1,640.0	1,640.0	1,640.0
0000031022	HWC	JCP-CE	1.5	146.85	4.0	0.0	0.0
0000031022	HWC	JCP-CE	Meals	96.00	8.0	0.0	0.0
0000031022	HWC	JCP-CE	1.5	4,379.14	119.0	119.0	119.0
0000033895	HWK	JCP-CE	Difference	262.00	212.5	0.0	0.0
0000033895	HWK	JCP-CE	REGULAR EARNINGS	7,231.28	296.0	296.0	296.0
0000033895	HWK	JCP-CE	1.5	164.90	4.5	4.5	4.5
0000034589	HWK	JCP-CE	Difference	88.00	164.3	0.0	0.0
0000034589	HWK	JCP-CE	REGULAR EARNINGS	36,892.80	1,664.0	1,664.0	1,664.0
0000034589	HWK	JCP-CE	1.5	16.49	0.5	0.0	0.0
0000034589	HWK	JCP-CE	Meals	12.00	1.0	0.0	0.0
0000034589	HWK	JCP-CE	1.5	865.47	26.3	26.3	26.3
0000034590	HWK	JCP-CE	Difference	88.00	160.0	0.0	0.0
0000034590	HWK	JCP-CE	REGULAR EARNINGS	35,057.54	1,584.0	1,584.0	1,584.0
0000034590	HWK	JCP-CE	Call-out OT @ 1.5	65.94	2.0	2.0	2.0
0000034590	HWK	JCP-CE	1.5	49.46	1.5	1.5	1.5
0000030308	HGX	MECHN	Difference	1,861.27	652.5	0.0	0.0
0000030308	HGX	MECHN	REGULAR EARNINGS	35,711.99	1,173.5	1,173.5	1,173.5
0000030308	HGX	MECHN	REGULAR EARNINGS	39.36	16.0	16.0	0.0
0000030308	HGX	MECHN	Exempt	182.94	6.0	0.0	0.0
0000030308	HGX	MECHN	Penalty @ .5X	53.10	3.5	0.0	0.0
0000030308	HGX	MECHN	1.5	1,517.34	33.0	0.0	0.0
0000030308	HGX	MECHN	2.0	799.13	13.0	0.0	0.0
0000030308	HGX	MECHN	Meals	1,200.00	100.0	0.0	0.0
0000030308	HGX	MECHN	Call-out OT @ 1.5	159.29	3.5	3.5	3.5
0000030308	HGX	MECHN	Call-out OT @ 2.0x	910.20	15.0	15.0	15.0
0000030308	HGX	MECHN	TIME	30.79	1.0	1.0	1.0
0000030308	HGX	MECHN	1.5	10,901.38	237.5	237.5	237.5
0000030308	HGX	MECHN	2.0	1,092.24	18.0	18.0	18.0
0000030308	HGX	MECHN	Scheduled OT @ 1.5x	2,427.23	52.5	52.5	52.5
0000030308	HGX	MECHN	Scheduled OT @ 2.0x	2,538.01	41.0	41.0	41.0
0000030344	HGM	MECHN	Difference	2,618.01	920.0	0.0	0.0
0000030344	HGM	MECHN	REGULAR EARNINGS	52,311.89	1,719.5	1,719.5	1,719.5
0000030344	HGM	MECHN	EST	65.60	2.0	0.0	0.0
0000030344	HGM	MECHN	Penalty @ .5X	144.12	9.5	0.0	0.0
0000030344	HGM	MECHN	Penalty @ 1.0X	288.23	9.5	0.0	0.0
0000030344	HGM	MECHN	1.5	232.60	5.0	0.0	0.0
0000030344	HGM	MECHN	2.0	546.57	9.0	0.0	0.0
0000030344	HGM	MECHN	Meals	1,212.00	101.0	0.0	0.0

EMPLOYEE ID	EMP. DI	LAB. COST CLASS	NAME	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030344	HGM	MECHN	Call-out OT @ 1.5	388.52	8.5	8.5	8.5
0000030344	HGM	MECHN	Call-out OT @ 2.0x	1,061.90	17.5	17.5	17.5
0000030344	HGM	MECHN	TIME	45.51	1.5	1.5	1.5
0000030344	HGM	MECHN	1.5	6,861.25	149.5	149.5	149.5
0000030344	HGM	MECHN	2.0	486.34	8.0	8.0	8.0
0000030344	HGM	MECHN	Scheduled OT @ 1.5x	14,448.27	317.0	317.0	317.0
0000030344	HGM	MECHN	Scheduled OT @ 2.0x	6,469.62	106.5	106.5	106.5
0000030346	HGM	MECHN	Difference	10,803.13	2,833.5	0.0	0.0
0000030346	HGM	MECHN	REGULAR EARNINGS	58,828.57	1,790.0	1,790.0	1,790.0
0000030346	HGM	MECHN	EST	65.60	2.0	0.0	0.0
0000030346	HGM	MECHN	Penalty @ .5X	164.47	10.0	0.0	0.0
0000030346	HGM	MECHN	1.5	985.40	20.0	0.0	0.0
0000030346	HGM	MECHN	2.0	1,051.01	16.0	0.0	0.0
0000030346	HGM	MECHN	Meals	1,104.00	92.0	0.0	0.0
0000030346	HGM	MECHN	Call-out OT @ 1.5	492.00	10.0	10.0	10.0
0000030346	HGM	MECHN	Call-out OT @ 2.0x	1,445.55	22.0	22.0	22.0
0000030346	HGM	MECHN	TIME	543.32	16.5	16.5	16.5
0000030346	HGM	MECHN	1.5	14,316.91	290.5	290.5	290.5
0000030346	HGM	MECHN	2.0	328.00	5.0	5.0	5.0
0000030346	HGM	MECHN	Scheduled OT @ 1.5x	14,271.60	289.5	289.5	289.5
0000030346	HGM	MECHN	Scheduled OT @ 2.0x	7,711.76	117.5	117.5	117.5
0000030481	HGM	MECHN	REGULAR EARNINGS	52,359.44	1,593.0	1,593.0	1,593.0
0000030481	HGM	MECHN	EST	65.60	2.0	0.0	0.0
0000030481	HGM	MECHN	Penalty @ .5X	131.20	8.0	0.0	0.0
0000030481	HGM	MECHN	1.5	172.55	3.5	0.0	0.0
0000030481	HGM	MECHN	2.0	66.07	1.0	0.0	0.0
0000030481	HGM	MECHN	Meals	984.00	82.0	0.0	0.0
0000030481	HGM	MECHN	Call-out OT @ 1.5	124.76	2.5	2.5	2.5
0000030481	HGM	MECHN	1.5	6,039.69	122.5	122.5	122.5
0000030481	HGM	MECHN	Scheduled OT @ 1.5x	13,451.34	273.0	273.0	273.0
0000030481	HGM	MECHN	Scheduled OT @ 2.0x	2,467.52	37.5	37.5	37.5
0000030730	HGM	MECHN	Difference	9,408.59	2,567.0	0.0	0.0
0000030730	HGM	MECHN	REGULAR EARNINGS	56,382.56	1,716.0	1,716.0	1,716.0
0000030730	HGM	MECHN	Exempt	295.67	9.0	0.0	0.0
0000030730	HGM	MECHN	EST	65.60	2.0	0.0	0.0
0000030730	HGM	MECHN	Penalty @ .5X	203.36	12.0	0.0	0.0
0000030730	HGM	MECHN	1.5	49.20	1.0	0.0	0.0
0000030730	HGM	MECHN	2.0	164.00	2.5	0.0	0.0
0000030730	HGM	MECHN	Meals	276.00	23.0	0.0	0.0
0000030730	HGM	MECHN	Call-out OT @ 2.0x	787.20	12.0	12.0	12.0
0000030730	HGM	MECHN	1.5	7,565.59	153.5	153.5	153.5
0000030730	HGM	MECHN	2.0	196.80	3.0	3.0	3.0
0000030730	HGM	MECHN	Scheduled OT @ 1.5x	14,668.68	297.0	297.0	297.0
0000030730	HGM	MECHN	Scheduled OT @ 2.0x	4,894.72	74.5	74.5	74.5
0000030910	HGX	MECHN	Difference	2,862.45	1,066.5	0.0	0.0
0000030910	HGX	MECHN	REGULAR EARNINGS	21,753.78	717.0	717.0	717.0
0000030910	HGX	MECHN	Penalty @ .5X	204.80	13.5	0.0	0.0
0000030910	HGX	MECHN	1.5	273.08	6.0	0.0	0.0
0000030910	HGX	MECHN	2.0	242.72	4.0	0.0	0.0
0000030910	HGX	MECHN	Meals	372.00	31.0	0.0	0.0
0000030910	HGX	MECHN	Call-out OT @ 1.5	728.16	16.0	16.0	16.0

EMPLOYEE ID	COMP DT	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030910	HGX	MECHN	Call-out OT @ 2.0x	1,001.22	16.5	16.5	16.5
0000030910	HGX	MECHN	1.5	3,253.99	71.5	71.5	71.5
0000030910	HGX	MECHN	2.0	242.72	4.0	4.0	4.0
0000030910	HGX	MECHN	Scheduled OT @ 1.5x	2,047.95	45.0	45.0	45.0
0000030910	HGX	MECHN	Scheduled OT @ 2.0x	606.80	10.0	10.0	10.0
0000030916	HGM	MECHN	Difference	0.00	88.0	0.0	0.0
0000030916	HGM	MECHN	REGULAR EARNINGS	55,080.80	1,677.0	1,677.0	1,677.0
0000030916	HGM	MECHN	EST	65.60	2.0	0.0	0.0
0000030916	HGM	MECHN	Penalty @ .5X	262.40	16.0	0.0	0.0
0000030916	HGM	MECHN	1.5	147.95	3.0	0.0	0.0
0000030916	HGM	MECHN	2.0	229.60	3.5	0.0	0.0
0000030916	HGM	MECHN	Meals	876.00	73.0	0.0	0.0
0000030916	HGM	MECHN	Call-out OT @ 1.5	147.60	3.0	3.0	3.0
0000030916	HGM	MECHN	Call-out OT @ 2.0x	787.20	12.0	12.0	12.0
0000030916	HGM	MECHN	1.5	5,522.75	112.0	112.0	112.0
0000030916	HGM	MECHN	2.0	132.14	2.0	2.0	2.0
0000030916	HGM	MECHN	Scheduled OT @ 1.5x	12,016.08	244.0	244.0	244.0
0000030916	HGM	MECHN	Scheduled OT @ 2.0x	4,993.12	76.0	76.0	76.0
0000030941	HGM	MECHN	Difference	3,025.89	1,102.0	0.0	0.0
0000030941	HGM	MECHN	REGULAR EARNINGS	24,363.02	803.0	803.0	803.0
0000030941	HGM	MECHN	EST	60.68	2.0	0.0	0.0
0000030941	HGM	MECHN	Penalty @ .5X	53.10	3.5	0.0	0.0
0000030941	HGM	MECHN	1.5	68.28	1.5	0.0	0.0
0000030941	HGM	MECHN	2.0	91.02	1.5	0.0	0.0
0000030941	HGM	MECHN	Meals	216.00	18.0	0.0	0.0
0000030941	HGM	MECHN	Call-out OT @ 1.5	204.80	4.5	4.5	4.5
0000030941	HGM	MECHN	1.5	1,160.53	25.5	25.5	25.5
0000030941	HGM	MECHN	Scheduled OT @ 1.5x	6,462.42	142.0	142.0	142.0
0000030941	HGM	MECHN	Scheduled OT @ 2.0x	2,518.22	41.5	41.5	41.5
0000030941	HGM	MECHN	Difference	1,177.17	454.5	0.0	0.0
0000030941	HGM	MECHN	REGULAR EARNINGS	27,502.96	904.0	904.0	904.0
0000030941	HGM	MECHN	Penalty @ .5X	136.53	9.0	0.0	0.0
0000030941	HGM	MECHN	1.5	182.39	4.0	0.0	0.0
0000030941	HGM	MECHN	2.0	121.36	2.0	0.0	0.0
0000030941	HGM	MECHN	Meals	684.00	57.0	0.0	0.0
0000030941	HGM	MECHN	Call-out OT @ 1.5	113.78	2.5	2.5	2.5
0000030941	HGM	MECHN	Call-out OT @ 2.0x	242.72	4.0	4.0	4.0
0000030941	HGM	MECHN	1.5	3,758.65	82.5	82.5	82.5
0000030941	HGM	MECHN	Scheduled OT @ 1.5x	7,303.20	160.0	160.0	160.0
0000030941	HGM	MECHN	Scheduled OT @ 2.0x	4,497.52	74.0	74.0	74.0
0000031015	HGX	MECHN	Difference	6,427.96	2,192.6	0.0	0.0
0000031015	HGX	MECHN	REGULAR EARNINGS	55,546.38	1,827.0	1,827.0	1,827.0
0000031015	HGX	MECHN	Penalty @ .5X	37.93	2.5	0.0	0.0
0000031015	HGX	MECHN	1.5	1,801.08	39.5	0.0	0.0
0000031015	HGX	MECHN	2.0	1,154.72	19.0	0.0	0.0
0000031015	HGX	MECHN	Meals	1,548.00	129.0	0.0	0.0
0000031015	HGX	MECHN	Call-out OT @ 1.5	386.84	8.5	8.5	8.5
0000031015	HGX	MECHN	Call-out OT @ 2.0x	2,100.99	34.6	34.6	34.6
0000031015	HGX	MECHN	TIME	45.51	1.5	1.5	1.5
0000031015	HGX	MECHN	1.5	16,208.90	355.5	355.5	355.5
0000031015	HGX	MECHN	2.0	1,154.27	19.0	19.0	19.0



EMPLOYEE ID	EMP DT	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000031015	HGX	MECHN	Scheduled OT @ 1.5x	8,946.97	196.0	196.0	196.0
0000031015	HGX	MECHN	Scheduled OT @ 2.0x	5,216.49	85.5	85.5	85.5
0000033972	HGM	MECHN	Difference	483.33	180.0	0.0	0.0
0000033972	HGM	MECHN	REGULAR EARNINGS	56,392.30	1,855.0	1,855.0	1,855.0
0000033972	HGM	MECHN	EST	60.68	2.0	0.0	0.0
0000033972	HGM	MECHN	Penalty @ .5X	295.94	19.5	0.0	0.0
0000033972	HGM	MECHN	Penalty @ 1.0X	91.02	3.0	0.0	0.0
0000033972	HGM	MECHN	1.5	524.41	11.5	0.0	0.0
0000033972	HGM	MECHN	2.0	820.53	13.5	0.0	0.0
0000033972	HGM	MECHN	Meals	1,392.00	116.0	0.0	0.0
0000033972	HGM	MECHN	Call-out OT @ 1.5	1,099.00	24.0	24.0	24.0
0000033972	HGM	MECHN	Call-out OT @ 2.0x	1,828.05	30.0	30.0	30.0
0000033972	HGM	MECHN	TIME	15.17	0.5	0.5	0.5
0000033972	HGM	MECHN	1.5	7,571.24	166.0	166.0	166.0
0000033972	HGM	MECHN	2.0	1,275.18	21.0	21.0	21.0
0000033972	HGM	MECHN	Scheduled OT @ 1.5x	10,116.72	222.0	222.0	222.0
0000033972	HGM	MECHN	Scheduled OT @ 2.0x	6,955.06	114.5	114.5	114.5
0000033984	HGM	MECHN	Difference	40.55	11.5	0.0	0.0
0000033984	HGM	MECHN	REGULAR EARNINGS	50,322.66	1,717.5	1,717.5	1,717.5
0000033984	HGM	MECHN	EST	56.08	2.0	0.0	0.0
0000033984	HGM	MECHN	Penalty @ .5X	89.34	6.0	0.0	0.0
0000033984	HGM	MECHN	1.5	290.36	6.5	0.0	0.0
0000033984	HGM	MECHN	2.0	264.97	4.5	0.0	0.0
0000033984	HGM	MECHN	Meals	804.00	67.0	0.0	0.0
0000033984	HGM	MECHN	Call-out OT @ 1.5	302.25	7.0	7.0	7.0
0000033984	HGM	MECHN	Call-out OT @ 2.0x	672.96	12.0	12.0	12.0
0000033984	HGM	MECHN	TIME	30.00	1.0	1.0	1.0
0000033984	HGM	MECHN	1.5	4,622.81	103.5	103.5	103.5
0000033984	HGM	MECHN	2.0	148.90	2.5	2.5	2.5
0000033984	HGM	MECHN	Scheduled OT @ 1.5x	5,445.80	122.5	122.5	122.5
0000033984	HGM	MECHN	Scheduled OT @ 2.0x	4,963.25	84.0	84.0	84.0
0000034099	HGM	MECHN	Difference	188.05	54.0	0.0	0.0
0000034099	HGM	MECHN	REGULAR EARNINGS	50,961.03	1,805.5	1,805.5	1,805.5
0000034099	HGM	MECHN	EST	53.50	2.0	0.0	0.0
0000034099	HGM	MECHN	Penalty @ .5X	292.98	20.5	0.0	0.0
0000034099	HGM	MECHN	1.5	191.90	4.5	0.0	0.0
0000034099	HGM	MECHN	2.0	522.12	9.0	0.0	0.0
0000034099	HGM	MECHN	Meals	1,044.00	87.0	0.0	0.0
0000034099	HGM	MECHN	Call-out OT @ 1.5	264.09	6.0	6.0	6.0
0000034099	HGM	MECHN	Call-out OT @ 2.0x	1,197.90	21.0	21.0	21.0
0000034099	HGM	MECHN	TIME	29.13	1.0	1.0	1.0
0000034099	HGM	MECHN	1.5	5,091.94	118.5	118.5	118.5
0000034099	HGM	MECHN	2.0	569.50	10.0	10.0	10.0
0000034099	HGM	MECHN	Scheduled OT @ 1.5x	9,341.33	221.0	221.0	221.0
0000034099	HGM	MECHN	Scheduled OT @ 2.0x	5,375.57	93.5	93.5	93.5
0000034693	HGK	MECHN	Difference	198.05	65.0	0.0	0.0
0000034693	HGK	MECHN	REGULAR EARNINGS	30,172.00	1,464.0	1,464.0	1,464.0
0000034693	HGK	MECHN	Penalty @ .5X	78.65	7.5	0.0	0.0
0000034693	HGK	MECHN	1.5	2,256.67	73.0	0.0	0.0
0000034693	HGK	MECHN	2.0	2,488.54	61.0	0.0	0.0
0000034693	HGK	MECHN	Meals	2,520.00	210.0	0.0	0.0

EMPLOYEE ID	EMP DT	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000034693	HGK	MECHN	Shift 2 @ OT	1.28	1.0	0.0	0.0
0000034693	HGK	MECHN	Call-out OT @ 1.5	324.99	10.5	10.5	10.5
0000034693	HGK	MECHN	Call-out OT @ 2.0x	1,575.60	39.0	39.0	39.0
0000034693	HGK	MECHN	1.5	16,338.71	528.5	528.5	528.5
0000034693	HGK	MECHN	2.0	1,314.56	32.0	32.0	32.0
0000034693	HGK	MECHN	Scheduled OT @ 1.5x	8,899.52	288.5	288.5	288.5
0000034693	HGK	MECHN	Scheduled OT @ 2.0x	6,655.26	161.0	161.0	161.0
0000030865	HWK	PA-CE	REGULAR EARNINGS	37,588.17	1,851.0	1,851.0	1,851.0
0000030865	HWK	PA-CE	Penalty @ .5X	40.54	4.0	0.0	0.0
0000031031	HWC	PA-CE	Difference	2,022.08	1,121.4	0.0	0.0
0000031031	HWC	PA-CE	REGULAR EARNINGS	36,636.68	1,804.0	1,804.0	1,804.0
0000031031	HWC	PA-CE	1.5	168.81	5.5	0.0	0.0
0000031031	HWC	PA-CE	Meals	132.00	11.0	0.0	0.0
0000031031	HWC	PA-CE	1.5	3,418.55	111.9	111.9	111.9
0000031031	HWC	PA-CE	Scheduled OT @ 1.5x	246.84	8.0	8.0	8.0
0000031031	HWC	PA-CE	Scheduled OT @ 2.0x	41.14	1.0	1.0	1.0
0000034094	HWC	PA-CE	REGULAR EARNINGS	37,342.76	1,840.0	1,840.0	1,840.0
0000034094	HWC	PA-CE	1.5	76.01	2.5	0.0	0.0
0000034094	HWC	PA-CE	Meals	60.00	5.0	0.0	0.0
0000034094	HWC	PA-CE	1.5	2,351.57	77.0	77.0	77.0
0000034589	HWK	PA-CE	Difference	782.40	112.0	0.0	0.0
0000034589	HWK	PA-CE	REGULAR EARNINGS	4,366.72	296.0	296.0	296.0
0000034590	HWK	PA-CE	Difference	896.64	128.0	0.0	0.0
0000034590	HWK	PA-CE	REGULAR EARNINGS	4,360.96	296.0	296.0	296.0
0000033636	HZP	POLICE	Police Pay	768.00	32.0	32.0	32.0
0000033637	HZP	POLICE	Police Pay	144.00	6.0	6.0	6.0
0000033706	HZP	POLICE	Police Pay	528.00	24.0	24.0	24.0
0000033707	HZP	POLICE	Police Pay	816.00	34.0	34.0	34.0
0000033709	HZP	POLICE	Police Pay	176.00	8.0	8.0	8.0
0000033734	HZP	POLICE	Police Pay	352.00	16.0	16.0	16.0
0000033749	HZP	POLICE	Police Pay	384.00	16.0	16.0	16.0
0000033749	HZP	POLICE	Police Escort	80.00	8.0	0.0	0.0
0000033929	HZP	POLICE	Police Pay	1,248.00	48.0	48.0	48.0
0000033929	HZP	POLICE	Police Escort	40.00	4.0	0.0	0.0
0000033929	HZP	POLICE	Police OT - HELCO	312.00	8.0	8.0	8.0
0000034016	HZP	POLICE	Police Pay	176.00	8.0	8.0	8.0
0000034021	HZP	POLICE	Police Pay	528.00	24.0	24.0	24.0
0000034021	HZP	POLICE	Police Escort	80.00	8.0	0.0	0.0
0000034021	HZP	POLICE	Police OT - HELCO	33.00	1.0	1.0	1.0
0000034048	HZP	POLICE	Police Pay	176.00	8.0	8.0	8.0
0000034052	HZP	POLICE	Police Pay	176.00	8.0	8.0	8.0
0000034085	HZP	POLICE	Police Pay	352.00	16.0	16.0	16.0
0000034086	HZP	POLICE	Police Pay	208.00	8.0	8.0	8.0
0000034086	HZP	POLICE	Police Escort	40.00	4.0	0.0	0.0
0000034113	HZP	POLICE	Police Pay	176.00	8.0	8.0	8.0
0000034140	HZP	POLICE	Police Pay	528.00	24.0	24.0	24.0
0000034141	HZP	POLICE	Police Pay	176.00	8.0	8.0	8.0
0000034160	HZP	POLICE	Police Pay	220.00	10.0	10.0	10.0
0000034160	HZP	POLICE	Police OT - HELCO	33.00	1.0	1.0	1.0
0000034167	HZP	POLICE	Police Pay	165.00	7.5	7.5	7.5
0000034203	HZP	POLICE	Police Pay	352.00	16.0	16.0	16.0

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0000034213	HZP	POLICE	Police Pay	528.00	24.0	24.0	24.0
0000034213	HZP	POLICE	Police OT - HELCO	33.00	1.0	1.0	1.0
0000034223	HZP	POLICE	Police Pay	176.00	8.0	8.0	8.0
0000034520	HZP	POLICE	Police Pay	627.00	28.5	28.5	28.5
0000034521	HZP	POLICE	Police Pay	121.00	5.5	5.5	5.5
0000034592	HZP	POLICE	Police Pay	192.00	8.0	8.0	8.0
0000034600	HZP	POLICE	Police Pay	192.00	8.0	8.0	8.0
0000034600	HZP	POLICE	Police OT - HELCO	126.00	3.5	3.5	3.5
0000034602	HZP	POLICE	Police Pay	416.00	16.0	16.0	16.0
0000034603	HZP	POLICE	Police Pay	176.00	8.0	8.0	8.0
0000034612	HZP	POLICE	Police Pay	352.00	16.0	16.0	16.0
0000034613	HZP	POLICE	Police Pay	176.00	8.0	8.0	8.0
0000034613	HZP	POLICE	Police Escort	80.00	8.0	0.0	0.0
0000034614	HZP	POLICE	Police Pay	192.00	8.0	8.0	8.0
0000034615	HZP	POLICE	Police Pay	1,276.00	58.0	58.0	58.0
0000034615	HZP	POLICE	Police OT - HELCO	33.00	1.0	1.0	1.0
0000034626	HZP	POLICE	Police Pay	1,232.00	56.0	56.0	56.0
0000034650	HZP	POLICE	Police Pay	176.00	8.0	8.0	8.0
0000034651	HZP	POLICE	Police Pay	704.00	32.0	32.0	32.0
0000034656	HZP	POLICE	Police Pay	208.00	8.0	8.0	8.0
0000034805	HZP	POLICE	Police Pay	121.00	5.5	5.5	5.5
0000034806	HZP	POLICE	Police Pay	165.00	7.5	7.5	7.5
0000034910	HZP	POLICE	Police Pay	336.00	14.0	14.0	14.0
0000034911	HZP	POLICE	Police Pay	132.00	6.0	6.0	6.0
0000034912	HZP	POLICE	Police Pay	176.00	8.0	8.0	8.0
0000034912	HZP	POLICE	Police OT - HELCO	16.50	0.5	0.5	0.5
0000031006	HWS	RH-ED	Difference	70.30	18.0	0.0	0.0
0000031006	HWS	RH-ED	REGULAR EARNINGS	40,599.62	1,801.0	1,801.0	1,801.0
0000031006	HWS	RH-ED	1.5	4,308.89	127.5	127.5	127.5
0000030930	HWX	SCD	REGULAR EARNINGS	55,216.26	1,782.0	1,782.0	1,782.0
0000030930	HWX	SCD	Penalty @.5X	46.39	3.0	0.0	0.0
0000030930	HWX	SCD	1.5	1,187.13	25.5	25.5	25.5
0000030975	HWX	SCD	REGULAR EARNINGS	50,768.69	1,811.0	1,811.0	1,811.0
0000030975	HWX	SCD	1.5	1,039.67	24.5	24.5	24.5
0000030860	HWX	SCD-ED	REGULAR EARNINGS	59,481.00	1,812.0	1,812.0	1,812.0
0000030860	HWX	SCD-ED	1.5	1,677.04	34.0	34.0	34.0
0000030779	HWC	SCP-CE	REGULAR EARNINGS	56,877.90	1,734.0	1,734.0	1,734.0
0000030779	HWC	SCP-CE	Meals	12.00	1.0	0.0	0.0
0000030779	HWC	SCP-CE	1.5	98.31	2.0	2.0	2.0
0000030859	HWC	SCP-CE	Difference	486.40	184.0	0.0	0.0
0000030859	HWC	SCP-CE	REGULAR EARNINGS	57,829.41	1,761.0	1,761.0	1,761.0
0000030859	HWC	SCP-CE	Meals	12.00	1.0	0.0	0.0
0000030859	HWC	SCP-CE	1.5	98.31	2.0	2.0	2.0
0000030900	HWC	SCP-CE	REGULAR EARNINGS	58,559.60	1,784.0	1,784.0	1,784.0
0000030900	HWC	SCP-CE	Meals	12.00	1.0	0.0	0.0
0000030900	HWC	SCP-CE	1.5	98.31	2.0	2.0	2.0
0000030926	HWK	SCP-CE	REGULAR EARNINGS	58,638.58	1,786.0	1,786.0	1,786.0
0000030926	HWK	SCP-CE	Penalty @.5X	16.38	1.0	0.0	0.0
0000030926	HWK	SCP-CE	2.0	98.31	1.5	0.0	0.0
0000030926	HWK	SCP-CE	Meals	36.00	3.0	0.0	0.0
0000030926	HWK	SCP-CE	1.5	1,388.63	28.3	28.3	28.3

EMPLOYEE ID	EMP DT	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030926	HWK	SCP-CE	2.0	98.31	1.5	1.5	1.5
0000030926	HWK	SCP-CE	Scheduled OT @ 1.5x	1,197.00	24.0	24.0	24.0
0000031008	HWW	SCP-CE	Difference	153.48	98.0	0.0	0.0
0000031008	HWW	SCP-CE	REGULAR EARNINGS	55,763.68	1,816.0	1,816.0	1,816.0
0000031008	HWW	SCP-CE	REGULAR EARNINGS	89.60	64.0	64.0	0.0
0000031008	HWW	SCP-CE	Penalty @ .5X	7.78	0.5	0.0	0.0
0000031008	HWW	SCP-CE	1.5	23.35	0.5	0.0	0.0
0000031008	HWW	SCP-CE	2.0	31.13	0.5	0.0	0.0
0000031008	HWW	SCP-CE	Meals	24.00	2.0	0.0	0.0
0000031008	HWW	SCP-CE	1.5	473.38	10.3	10.3	10.3
0000030124	HCE	TC	REGULAR EARNINGS	52,862.72	1,773.5	1,773.5	1,773.5
0000030124	HCE	TC	value)	0.00	65.5	65.5	65.5
0000030271	HAM	TC	REGULAR EARNINGS	58,509.91	1,786.5	1,786.5	1,786.5
0000030271	HAM	TC	value)	0.00	9.0	9.0	9.0
0000030280	HGT	TC	REGULAR EARNINGS	69,033.49	1,804.0	1,804.0	1,804.0
0000030280	HGT	TC	value)	0.00	397.0	397.0	397.0
0000030280	HGT	TC	Mexempt	2,180.58	58.0	0.0	0.0
0000030280	HGT	TC	Exempt	2,705.77	70.0	0.0	0.0
0000030283	HNL	TC	REGULAR EARNINGS	48,441.02	1,835.0	1,835.0	1,835.0
0000030283	HNL	TC	value)	0.00	9.5	9.5	9.5
0000030283	HNL	TC	Mexempt	77.88	3.0	0.0	0.0
0000030283	HNL	TC	Exempt	319.62	12.0	0.0	0.0
0000030286	HAA	TC	REGULAR EARNINGS	68,278.96	1,841.0	1,841.0	1,841.0
0000030286	HAA	TC	value)	0.00	3.0	3.0	3.0
0000030287	HNP	TC	REGULAR EARNINGS	55,879.22	1,811.0	1,811.0	1,811.0
0000030287	HNP	TC	value)	0.00	42.5	42.5	42.5
0000030295	HGA	TC	REGULAR EARNINGS	53,515.48	1,860.0	1,860.0	1,860.0
0000030295	HGA	TC	value)	0.00	5.5	5.5	5.5
0000030295	HGA	TC	REGULAR EARNINGS	496.12	1,032.0	1,032.0	0.0
0000030304	HAA	TC	REGULAR EARNINGS	52,068.42	1,816.7	1,816.7	1,816.7
0000030304	HAA	TC	value)	0.00	8.8	8.8	8.8
0000030309	HNS	TC	REGULAR EARNINGS	53,958.37	1,809.0	1,809.0	1,809.0
0000030309	HNS	TC	value)	0.00	25.3	25.3	25.3
0000030309	HNS	TC	Mexempt	500.19	17.0	0.0	0.0
0000030309	HNS	TC	Exempt	60.10	2.0	0.0	0.0
0000030334	HAC	TC	REGULAR EARNINGS	53,369.26	1,888.0	1,888.0	1,888.0
0000030334	HAC	TC	value)	0.00	46.5	46.5	46.5
0000030339	HNL	TC	REGULAR EARNINGS	45,072.37	1,764.0	1,764.0	1,764.0
0000030340	HAC	TC	REGULAR EARNINGS	3,427.32	152.0	152.0	152.0
0000030340	HDA	TC	REGULAR EARNINGS	35,244.22	1,658.8	1,658.8	1,658.8
0000030340	HDA	TC	value)	0.00	76.5	76.5	76.5
0000030340	HDA	TC	Mexempt	70.84	3.5	0.0	0.0
0000030340	HDA	TC	Exempt	1,467.43	72.5	0.0	0.0
0000030345	HAB	TC	REGULAR EARNINGS	10,456.17	368.0	368.0	368.0
0000030345	HAB	TC	value)	0.00	26.0	26.0	26.0
0000030345	HAB	TC	TIME	14.21	0.5	0.5	0.5
0000030345	HCB	TC	REGULAR EARNINGS	41,673.51	1,448.0	1,448.0	1,448.0
0000030345	HCB	TC	value)	0.00	23.3	23.3	23.3
0000030350	HDA	TC	REGULAR EARNINGS	58,886.13	1,904.0	1,904.0	1,904.0
0000030350	HDA	TC	value)	0.00	77.5	77.5	77.5
0000030833	HNA	TC	REGULAR EARNINGS	1,980.00	72.0	72.0	72.0

EMPLOYEE ID	EMP DT	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030833	HNA	TC	REGULAR EARNINGS	13,938.31	484.0	484.0	484.0
0000030833	HNA	TC	value)	0.00	7.5	7.5	7.5
0000030836	HNS	TC	REGULAR EARNINGS	56,821.78	1,756.0	1,756.0	1,756.0
0000030836	HNS	TC	value)	0.00	57.5	57.5	57.5
0000030836	HNS	TC	Mexempt	908.44	28.5	0.0	0.0
0000030836	HNS	TC	Exempt	328.44	10.0	0.0	0.0
0000030895	HAA	TC	REGULAR EARNINGS	57,560.58	1,771.3	1,771.3	1,771.3
0000030895	HAA	TC	value)	0.00	117.4	117.4	117.4
0000030902	HGT	TC	Adjustment-HEIRS	4.23	1.0	0.0	0.0
0000030902	HGT	TC	REGULAR EARNINGS	54,683.02	1,696.0	1,696.0	1,696.0
0000030902	HGT	TC	value)	0.00	179.8	179.8	179.8
0000030902	HGT	TC	Mexempt	1,866.44	59.0	0.0	0.0
0000030902	HGT	TC	Exempt	5,413.67	166.3	0.0	0.0
0000030920	HAB	TC	REGULAR EARNINGS	37,903.80	1,460.0	1,460.0	1,460.0
0000030920	HAB	TC	value)	0.00	61.8	61.8	61.8
0000033717	HCS	TC	REGULAR EARNINGS	49,378.43	1,776.0	1,776.0	1,776.0
0000033717	HCS	TC	value)	0.00	14.0	14.0	14.0
0000033717	HCS	TC	Exempt	151.25	5.5	0.0	0.0
0000033764	HCS	TC	REGULAR EARNINGS	55,275.37	1,813.0	1,813.0	1,813.0
0000033764	HCS	TC	value)	0.00	16.3	16.3	16.3
0000033764	HCS	TC	Mexempt	263.51	9.0	0.0	0.0
0000033764	HCS	TC	Exempt	402.59	13.8	0.0	0.0
0000033832	HCN	TC	REGULAR EARNINGS	50,425.03	1,900.5	1,900.5	1,900.5
0000033832	HCN	TC	value)	0.00	39.5	39.5	39.5
0000033832	HCN	TC	Exempt	520.19	20.0	0.0	0.0
0000033877	HCS	TC	REGULAR EARNINGS	45,648.04	1,448.0	1,448.0	1,448.0
0000033877	HCS	TC	value)	0.00	7.5	7.5	7.5
0000033908	HCS	TC	REGULAR EARNINGS	57,498.36	1,824.0	1,824.0	1,824.0
0000033908	HCS	TC	value)	0.00	4.0	4.0	4.0
0000034005	HNP	TC	REGULAR EARNINGS	53,681.64	1,908.0	1,908.0	1,908.0
0000034005	HNP	TC	value)	0.00	37.0	37.0	37.0
0000034005	HNP	TC	Mexempt	409.62	15.0	0.0	0.0
0000034166	HNF	TC	REGULAR EARNINGS	60,747.97	1,914.0	1,914.0	1,914.0
0000034166	HNF	TC	value)	0.00	16.0	16.0	16.0
0000034166	HNF	TC	Mexempt	824.30	26.5	0.0	0.0
0000034166	HNF	TC	Exempt	64.23	2.0	0.0	0.0
0000034430	HGT	TC	REGULAR EARNINGS	59,782.32	1,880.0	1,880.0	1,880.0
0000034430	HGT	TC	value)	0.00	45.5	45.5	45.5
0000034430	HGT	TC	Mexempt	543.51	17.5	0.0	0.0
0000034430	HGT	TC	Exempt	794.33	25.0	0.0	0.0
0000034697	HAA	TC	REGULAR EARNINGS	37,050.05	1,352.0	1,352.0	1,352.0
0000034697	HAA	TC	value)	0.00	82.8	82.8	82.8
0000034768	HAP	TC	REGULAR EARNINGS	25,037.97	918.5	918.5	918.5
0000034768	HAP	TC	value)	0.00	45.0	45.0	45.0
0000030175	HGA	TCS	REGULAR EARNINGS	63,273.11	1,704.0	1,704.0	1,704.0
0000030175	HGA	TCS	value)	0.00	296.5	296.5	296.5
0000030175	HGA	TCS	Mexempt	1,406.25	39.0	0.0	0.0
0000030175	HGA	TCS	Exempt	3,117.32	83.0	0.0	0.0
0000030255	HAR	TCS	REGULAR EARNINGS	55,490.57	1,805.5	1,805.5	1,805.5
0000030255	HAR	TCS	value)	0.00	120.0	120.0	120.0
0000030266	HAM	TCS	REGULAR EARNINGS	69,782.31	1,896.0	1,896.0	1,896.0

EMPLOYEE ID	COMP	DI	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030266	HAM		TCS	value)	0.00	9.3	9.3	9.3
0000030270	HAC		TCS	Adjustment-HEIRS	1.54	1.0	0.0	0.0
0000030270	HAC		TCS	REGULAR EARNINGS	38,943.87	1,096.0	1,096.0	1,096.0
0000030270	HAC		TCS	value)	0.00	18.0	18.0	18.0
0000030273	HNL		TCS	REGULAR EARNINGS	63,235.56	1,832.5	1,832.5	1,832.5
0000030273	HNL		TCS	value)	0.00	16.0	16.0	16.0
0000030273	HNL		TCS	Mexempt	662.81	19.5	0.0	0.0
0000030273	HNL		TCS	Exempt	348.08	10.0	0.0	0.0
0000030277	HGA		TCS	REGULAR EARNINGS	68,631.51	1,792.0	1,792.0	1,792.0
0000030277	HGA		TCS	value)	0.00	41.0	41.0	41.0
0000030277	HGA		TCS	Exempt	1,467.41	39.0	0.0	0.0
0000030292	HWA		TCS	REGULAR EARNINGS	60,123.87	1,827.5	1,827.5	1,827.5
0000030292	HWA		TCS	value)	0.00	52.0	52.0	52.0
0000030292	HWA		TCS	Exempt	279.40	8.5	0.0	0.0
0000030296	HAP		TCS	REGULAR EARNINGS	51,865.87	1,556.5	1,556.5	1,556.5
0000030296	HAP		TCS	value)	0.00	387.0	387.0	387.0
0000030298	HDC		TCS	REGULAR EARNINGS	69,255.28	1,880.5	1,880.5	1,880.5
0000030347	HDH		TCS	REGULAR EARNINGS	69,174.96	1,870.0	1,870.0	1,870.0
0000030347	HDH		TCS	value)	0.00	178.5	178.5	178.5
0000030347	HDH		TCS	Exempt	9,325.89	254.5	0.0	0.0
0000030347	HDH		TCS	TIME	36.20	1.0	1.0	1.0
0000030351	HGM		TCS	REGULAR EARNINGS	66,876.48	1,787.0	1,787.0	1,787.0
0000030351	HGM		TCS	value)	0.00	173.0	173.0	173.0
0000030351	HGM		TCS	Exempt	16,853.82	450.5	0.0	0.0
0000030644	HDK		TCS	REGULAR EARNINGS	9,353.85	256.0	256.0	256.0
0000030644	HDK		TCS	value)	0.00	14.5	14.5	14.5
0000030644	HDK		TCS	Exempt	2,301.91	63.0	0.0	0.0
0000030644	HDW		TCS	REGULAR EARNINGS	52,955.27	1,475.0	1,475.0	1,475.0
0000030644	HDW		TCS	value)	0.00	123.5	123.5	123.5
0000030644	HDW		TCS	Exempt	17,364.52	485.8	0.0	0.0
0000030729	HDK		TCS	REGULAR EARNINGS	5,334.61	152.0	152.0	152.0
0000030729	HDK		TCS	value)	0.00	17.0	17.0	17.0
0000030729	HDK		TCS	Exempt	1,333.66	38.0	0.0	0.0
0000030729	HDW		TCS	REGULAR EARNINGS	10,388.45	296.0	296.0	296.0
0000030729	HDW		TCS	Exempt	2,088.21	59.5	0.0	0.0
0000030783	HWC		TCS	REGULAR EARNINGS	5,400.00	144.0	144.0	144.0
0000030831	HAK		TCS	Adjustment-HEIRS	5.39	1.0	0.0	0.0
0000030831	HAK		TCS	REGULAR EARNINGS	51,756.62	1,593.5	1,593.5	1,593.5
0000030831	HAK		TCS	value)	0.00	216.8	216.8	216.8
0000030831	HAK		TCS	Exempt	7,621.46	234.2	0.0	0.0
0000030835	HGA		TCS	Adjustment-HEIRS	0.48	1.0	0.0	0.0
0000030835	HGA		TCS	REGULAR EARNINGS	62,673.47	1,759.0	1,759.0	1,759.0
0000030835	HGA		TCS	Shift 2- Afternoon	449.24	527.5	0.0	0.0
0000030835	HGA		TCS	Shift 3-Midnight	553.16	553.0	0.0	0.0
0000030835	HGA		TCS	Shift 4-Sunday Day	137.57	120.5	0.0	0.0
0000030835	HGA		TCS	Afternoon	175.12	88.0	0.0	0.0
0000030835	HGA		TCS	Shift 6-Sunday Night	188.32	88.0	0.0	0.0
0000030835	HGA		TCS	TIME	24,165.57	678.8	678.8	678.8
0000030839	HDS		TCS	REGULAR EARNINGS	53,141.45	1,700.0	1,700.0	1,700.0
0000030839	HDS		TCS	value)	0.00	136.0	136.0	136.0
0000030839	HDS		TCS	Exempt	3,642.35	117.0	0.0	0.0

EMPLOYEE ID	EMP DN	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030839	HDS	TCS	Penalty @ .5X	352.19	23.0	0.0	0.0
0000030843	HDH	TCS	Adjustment-HEIRS	3.08	1.0	0.0	0.0
0000030843	HDH	TCS	REGULAR EARNINGS	69,120.32	1,769.0	1,769.0	1,769.0
0000030843	HDH	TCS	value)	0.00	55.0	55.0	55.0
0000030843	HDH	TCS	Exempt	6,467.02	167.0	0.0	0.0
0000030843	HDH	TCS	Penalty @ .5X	1,275.66	66.5	0.0	0.0
0000030843	HDH	TCS	TIME	19.18	0.5	0.5	0.5
0000030848	HGA	TCS	REGULAR EARNINGS	63,595.97	1,796.0	1,796.0	1,796.0
0000030848	HGA	TCS	Shift 2- Afternoon	13.76	16.0	0.0	0.0
0000030848	HGA	TCS	Shift 4-Sunday Day	68.40	60.0	0.0	0.0
0000030848	HGA	TCS	TIME	39,295.31	1,108.0	1,108.0	1,108.0
0000030858	HGA	TCS	REGULAR EARNINGS	63,086.03	1,793.0	1,793.0	1,793.0
0000030858	HGA	TCS	Shift 2- Afternoon	679.59	798.0	0.0	0.0
0000030858	HGA	TCS	Shift 3-Midnight	563.14	562.5	0.0	0.0
0000030858	HGA	TCS	Shift 4-Sunday Day	146.24	128.0	0.0	0.0
0000030858	HGA	TCS	Afternoon	263.32	132.0	0.0	0.0
0000030858	HGA	TCS	Shift 6-Sunday Night	188.56	88.0	0.0	0.0
0000030858	HGA	TCS	TIME	37,561.99	1,068.0	1,068.0	1,068.0
0000030877	HGA	TCS	Adjustment-HEIRS	0.48	1.0	0.0	0.0
0000030877	HGA	TCS	REGULAR EARNINGS	65,889.22	1,872.0	1,872.0	1,872.0
0000030877	HGA	TCS	Shift 2- Afternoon	587.47	690.0	0.0	0.0
0000030877	HGA	TCS	Shift 3-Midnight	650.88	650.0	0.0	0.0
0000030877	HGA	TCS	Shift 4-Sunday Day	118.56	104.0	0.0	0.0
0000030877	HGA	TCS	Afternoon	207.60	104.0	0.0	0.0
0000030877	HGA	TCS	Shift 6-Sunday Night	209.96	98.0	0.0	0.0
0000030877	HGA	TCS	TIME	18,712.79	530.5	530.5	530.5
0000030878	HGA	TCS	Adjustment-HEIRS	0.64	1.0	0.0	0.0
0000030878	HGA	TCS	REGULAR EARNINGS	62,541.82	1,778.0	1,778.0	1,778.0
0000030878	HGA	TCS	Shift 2- Afternoon	555.27	651.0	0.0	0.0
0000030878	HGA	TCS	Shift 3-Midnight	620.64	620.0	0.0	0.0
0000030878	HGA	TCS	Shift 4-Sunday Day	132.56	116.0	0.0	0.0
0000030878	HGA	TCS	Afternoon	195.66	98.0	0.0	0.0
0000030878	HGA	TCS	Shift 6-Sunday Night	240.16	112.0	0.0	0.0
0000030878	HGA	TCS	TIME	18,649.16	529.5	529.5	529.5
0000030927	HDK	TCS	REGULAR EARNINGS	62,500.36	1,680.0	1,680.0	1,680.0
0000030927	HDK	TCS	value)	0.00	166.5	166.5	166.5
0000030927	HDK	TCS	Exempt	19,534.34	527.0	0.0	0.0
0000030942	HGA	TCS	Adjustment-HEIRS	0.80	1.0	0.0	0.0
0000030942	HGA	TCS	REGULAR EARNINGS	27,707.33	823.3	823.3	823.3
0000030942	HGA	TCS	REGULAR EARNINGS	59.23	37.0	37.0	0.0
0000030942	HGA	TCS	Shift 2- Afternoon	121.01	141.0	0.0	0.0
0000030942	HGA	TCS	Shift 3-Midnight	232.74	232.3	0.0	0.0
0000030942	HGA	TCS	Shift 4-Sunday Day	9.28	8.0	0.0	0.0
0000030942	HGA	TCS	Afternoon	33.83	17.0	0.0	0.0
0000030942	HGA	TCS	Shift 6-Sunday Night	86.08	40.0	0.0	0.0
0000030942	HGA	TCS	TIME	12,746.54	379.8	379.8	379.8
0000030942	HGA	TCS	TIME	46.43	29.0	29.0	0.0
0000033342	HWI	TCS	REGULAR EARNINGS	53,504.05	1,796.0	1,796.0	1,796.0
0000033342	HWI	TCS	value)	0.00	31.0	31.0	31.0
0000033342	HWI	TCS	Exempt	181.44	6.0	0.0	0.0
0000033524	HCB	TCS	REGULAR EARNINGS	58,176.83	1,860.0	1,860.0	1,860.0

EMPLOYEE	COMP	DI	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000033524	HCB	TCS	value)		0.00	9.0	9.0	9.0
0000033820	HGX	TCS	REGULAR EARNINGS		39,129.75	1,068.5	1,068.5	1,068.5
0000033820	HGX	TCS	value)		0.00	62.0	62.0	62.0
0000033820	HGX	TCS	Exempt		11,927.94	326.5	0.0	0.0
0000034091	HWS	TCS	REGULAR EARNINGS		62,681.19	1,908.0	1,908.0	1,908.0
0000034091	HWS	TCS	value)		0.00	3.5	3.5	3.5
0000034091	HWS	TCS	Exempt		209.38	6.5	0.0	0.0
0000034131	HDR	TCS	REGULAR EARNINGS		26,131.52	844.0	844.0	844.0
0000034131	HDR	TCS	value)		0.00	12.0	12.0	12.0
0000034131	HDR	TCS	TIME		15.48	0.5	0.5	0.5
0000034553	HWK	TCS	REGULAR EARNINGS		75,869.52	1,956.0	1,956.0	1,956.0
0000034556	HNS	TCS	REGULAR EARNINGS		59,794.60	1,872.0	1,872.0	1,872.0
0000034556	HNS	TCS	value)		0.00	58.0	58.0	58.0
0000034556	HNS	TCS	Mexempt		717.64	23.0	0.0	0.0
0000034556	HNS	TCS	Exempt		486.06	15.0	0.0	0.0
0000034561	HWC	TCS	REGULAR EARNINGS		30,692.34	912.0	912.0	912.0
0000021131	HDC	TECREW	REGULAR EARNINGS		7,501.84	328.0	328.0	328.0
0000021131	HDC	TECREW	Penalty @ .5X		71.42	6.3	0.0	0.0
0000021131	HDC	TECREW	1.5		188.68	5.5	0.0	0.0
0000021131	HDC	TECREW	2.0		68.88	1.5	0.0	0.0
0000021131	HDC	TECREW	Meals		252.00	21.0	0.0	0.0
0000021131	HDC	TECREW	Call-out OT @ 1.5		137.76	4.0	4.0	4.0
0000021131	HDC	TECREW	1.5		1,982.11	57.8	57.8	57.8
0000021131	HDC	TECREW	2.0		34.44	0.8	0.8	0.8
0000021131	HDC	TECREW	Scheduled OT @ 1.5x		275.52	8.0	8.0	8.0
0000021131	HDC	TECREW	Scheduled OT @ 2.0x		137.76	3.0	3.0	3.0
0000021131	HDC	TECREW	REGULAR EARNINGS		19,945.92	888.0	888.0	888.0
0000021131	HDC	TECREW	REGULAR EARNINGS		149.52	168.0	168.0	0.0
0000021131	HDC	TECREW	Penalty @ .5X		141.23	12.5	0.0	0.0
0000021131	HDC	TECREW	1.5		234.92	7.0	0.0	0.0
0000021131	HDC	TECREW	2.0		268.00	6.0	0.0	0.0
0000021131	HDC	TECREW	Meals		396.00	33.0	0.0	0.0
0000021131	HDC	TECREW	Penalty @ .5X		0.22	0.5	0.0	0.0
0000021131	HDC	TECREW	1.5		2.65	2.0	0.0	0.0
0000021131	HDC	TECREW	2.0		3.56	2.0	0.0	0.0
0000021131	HDC	TECREW	Call-out OT @ 2.0x		316.82	7.0	7.0	7.0
0000021131	HDC	TECREW	TIME		11.32	0.5	0.5	0.5
0000021131	HDC	TECREW	1.5		3,254.15	96.8	96.8	96.8
0000021131	HDC	TECREW	2.0		742.09	16.8	16.8	16.8
0000021131	HDC	TECREW	1.5		29.99	22.5	22.5	0.0
0000021131	HDC	TECREW	2.0		16.02	9.0	9.0	0.0
0000021131	HDC	TECREW	Scheduled OT @ 2.0x		181.04	4.0	4.0	4.0
0000021131	HDC	TECREW	REGULAR EARNINGS		14,131.64	652.0	652.0	652.0
0000021131	HDC	TECREW	REGULAR EARNINGS		618.80	520.0	520.0	0.0
0000021131	HDC	TECREW	Penalty @ .5X		163.06	15.0	0.0	0.0
0000021131	HDC	TECREW	1.5		277.22	8.5	0.0	0.0
0000021131	HDC	TECREW	2.0		130.44	3.0	0.0	0.0
0000021131	HDC	TECREW	Differential - Helicopter		12.00	1.0	0.0	0.0
0000021131	HDC	TECREW	Meals		384.00	32.0	0.0	0.0
0000021131	HDC	TECREW	Penalty @ .5X		2.38	4.0	0.0	0.0
0000021131	HDC	TECREW	1.5		7.16	4.0	0.0	0.0



EMPLOYEE ID	MP	DI	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000021131	HDC	TECREW	2.0		2.38	1.0	0.0	0.0
0000021131	HDC	TECREW	Call-out OT @ 1.5		114.14	3.5	3.5	3.5
0000021131	HDC	TECREW	1.5		2,808.61	86.3	86.3	86.3
0000021131	HDC	TECREW	2.0		21.74	0.5	0.5	0.5
0000021131	HDC	TECREW	1.5		79.44	44.5	44.5	0.0
0000021131	HDC	TECREW	Scheduled OT @ 1.5x		260.88	8.0	8.0	8.0
0000021131	HDC	TECREW	Scheduled OT @ 2.0x		86.96	2.0	2.0	2.0
0000030301	HDC	TECREW	REGULAR EARNINGS		57,967.77	1,764.0	1,764.0	1,764.0
0000030301	HDC	TECREW	Penalty @ .5X		587.30	35.8	0.0	0.0
0000030301	HDC	TECREW	1.5		1,380.41	28.0	0.0	0.0
0000030301	HDC	TECREW	2.0		658.35	10.0	0.0	0.0
0000030301	HDC	TECREW	Meals		1,140.00	95.0	0.0	0.0
0000030301	HDC	TECREW	Call-out OT @ 1.5		579.51	11.8	11.8	11.8
0000030301	HDC	TECREW	Call-out OT @ 2.0x		459.20	7.0	7.0	7.0
0000030301	HDC	TECREW	1.5		12,764.17	258.8	258.8	258.8
0000030301	HDC	TECREW	2.0		1,280.85	19.5	19.5	19.5
0000030301	HDC	TECREW	Scheduled OT @ 1.5x		1,186.44	24.0	24.0	24.0
0000030301	HDC	TECREW	Scheduled OT @ 2.0x		593.22	9.0	9.0	9.0
0000030303	HDC	TECREW	REGULAR EARNINGS		10,949.36	364.0	364.0	364.0
0000030303	HDC	TECREW	Penalty @ .5X		37.23	2.5	0.0	0.0
0000030303	HDC	TECREW	1.5		45.32	1.0	0.0	0.0
0000030303	HDC	TECREW	Meals		36.00	3.0	0.0	0.0
0000030303	HDC	TECREW	TIME		15.11	0.5	0.5	0.5
0000030303	HDC	TECREW	1.5		712.75	15.8	15.8	15.8
0000030303	HDC	TECREW	Scheduled OT @ 1.5x		1,019.59	22.5	22.5	22.5
0000030303	HDC	TECREW	Difference		204.81	79.5	0.0	0.0
0000030303	HDC	TECREW	REGULAR EARNINGS		43,082.80	1,420.0	1,420.0	1,420.0
0000030303	HDC	TECREW	Penalty @ .5X		53.10	3.5	0.0	0.0
0000030303	HDC	TECREW	Penalty @ 1.0X		242.72	8.0	0.0	0.0
0000030303	HDC	TECREW	1.5		978.53	21.5	0.0	0.0
0000030303	HDC	TECREW	2.0		273.06	4.5	0.0	0.0
0000030303	HDC	TECREW	O/T Height 1.5		68.27	4.5	0.0	0.0
0000030303	HDC	TECREW	O/T Height 2		75.85	2.5	0.0	0.0
0000030303	HDC	TECREW	Meals		660.00	55.0	0.0	0.0
0000030303	HDC	TECREW	Call-out OT @ 1.5		182.04	4.0	4.0	4.0
0000030303	HDC	TECREW	Call-out OT @ 2.0x		515.78	8.5	8.5	8.5
0000030303	HDC	TECREW	1.5		7,031.32	154.5	154.5	154.5
0000030303	HDC	TECREW	2.0		30.34	0.5	0.5	0.5
0000030303	HDC	TECREW	Scheduled OT @ 1.5x		2,867.14	63.0	63.0	63.0
0000030303	HDC	TECREW	Scheduled OT @ 2.0x		15.17	0.3	0.3	0.3
0000030305	HDC	TECREW	Difference		6,452.35	2,406.5	0.0	0.0
0000030305	HDC	TECREW	REGULAR EARNINGS		54,850.91	1,804.5	1,804.5	1,804.5
0000030305	HDC	TECREW	Exempt		60.68	2.0	0.0	0.0
0000030305	HDC	TECREW	Penalty @ .5X		242.72	16.0	0.0	0.0
0000030305	HDC	TECREW	1.5		660.27	14.5	0.0	0.0
0000030305	HDC	TECREW	2.0		728.16	12.0	0.0	0.0
0000030305	HDC	TECREW	Meals		804.00	67.0	0.0	0.0
0000030305	HDC	TECREW	Call-out OT @ 1.5		553.50	12.0	12.0	12.0
0000030305	HDC	TECREW	Call-out OT @ 2.0x		1,926.59	31.8	31.8	31.8
0000030305	HDC	TECREW	TIME		45.74	1.5	1.5	1.5
0000030305	HDC	TECREW	1.5		8,724.99	191.5	191.5	191.5

EMPLOYEE	EMP DI	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030305	HDC	TECREW	2.0	1,592.85	26.3	26.3	26.3
0000030305	HDC	TECREW	Scheduled OT @ 1.5x	2,029.59	44.5	44.5	44.5
0000030305	HDC	TECREW	Scheduled OT @ 2.0x	151.70	2.5	2.5	2.5
0000030327	HDC	TECREW	REGULAR EARNINGS	38,768.02	1,298.5	1,298.5	1,298.5
0000030327	HDC	TECREW	Penalty @ 1.0X	59.56	2.0	0.0	0.0
0000030327	HDC	TECREW	1.5	873.70	19.5	0.0	0.0
0000030327	HDC	TECREW	2.0	239.96	4.0	0.0	0.0
0000030327	HDC	TECREW	O/T Height 1.5	126.57	8.5	0.0	0.0
0000030327	HDC	TECREW	O/T Height 2	74.45	2.5	0.0	0.0
0000030327	HDC	TECREW	Meals	708.00	59.0	0.0	0.0
0000030327	HDC	TECREW	Call-out OT @ 1.5	291.97	6.5	6.5	6.5
0000030327	HDC	TECREW	Call-out OT @ 2.0x	357.36	6.0	6.0	6.0
0000030327	HDC	TECREW	TIME	30.22	1.0	1.0	1.0
0000030327	HDC	TECREW	1.5	7,164.27	159.8	159.8	159.8
0000030327	HDC	TECREW	2.0	239.97	4.0	4.0	4.0
0000030327	HDC	TECREW	Scheduled OT @ 1.5x	2,663.26	59.0	59.0	59.0
0000030327	HDC	TECREW	Scheduled OT @ 2.0x	860.99	14.3	14.3	14.3
0000030647	HDC	TECREW	Difference	345.51	155.0	0.0	0.0
0000030647	HDC	TECREW	REGULAR EARNINGS	57,233.06	1,741.5	1,741.5	1,741.5
0000030647	HDC	TECREW	Penalty @ .5X	299.30	18.3	0.0	0.0
0000030647	HDC	TECREW	1.5	567.91	11.5	0.0	0.0
0000030647	HDC	TECREW	2.0	230.07	3.5	0.0	0.0
0000030647	HDC	TECREW	Meals	492.00	41.0	0.0	0.0
0000030647	HDC	TECREW	Call-out OT @ 1.5	382.71	7.8	7.8	7.8
0000030647	HDC	TECREW	Call-out OT @ 2.0x	581.66	8.8	8.8	8.8
0000030647	HDC	TECREW	TIME	49.20	1.5	1.5	1.5
0000030647	HDC	TECREW	1.5	6,993.09	141.7	141.7	141.7
0000030647	HDC	TECREW	2.0	377.67	5.8	5.8	5.8
0000030647	HDC	TECREW	Scheduled OT @ 1.5x	1,580.04	32.0	32.0	32.0
0000030703	HDC	TECREW	REGULAR EARNINGS	32,340.80	986.0	986.0	986.0
0000030703	HDC	TECREW	1.5	147.60	3.0	0.0	0.0
0000030703	HDC	TECREW	Meals	108.00	9.0	0.0	0.0
0000030703	HDC	TECREW	1.5	2,115.60	43.0	43.0	43.0
0000030706	HDC	TECREW	REGULAR EARNINGS	50,805.02	1,671.0	1,671.0	1,671.0
0000030706	HDC	TECREW	Penalty @ .5X	7.59	0.5	0.0	0.0
0000030706	HDC	TECREW	1.5	46.18	1.0	0.0	0.0
0000030706	HDC	TECREW	Meals	36.00	3.0	0.0	0.0
0000030706	HDC	TECREW	1.5	459.50	10.0	10.0	10.0
0000030706	HDC	TECREW	Scheduled OT @ 1.5x	3,673.20	80.0	80.0	80.0
0000030851	HDC	TECREW	Difference	1,298.96	493.0	0.0	0.0
0000030851	HDC	TECREW	REGULAR EARNINGS	41,717.50	1,375.0	1,375.0	1,375.0
0000030851	HDC	TECREW	1.5	1,001.28	22.0	0.0	0.0
0000030851	HDC	TECREW	2.0	30.34	0.5	0.0	0.0
0000030851	HDC	TECREW	Meals	540.00	45.0	0.0	0.0
0000030851	HDC	TECREW	TIME	60.68	2.0	2.0	2.0
0000030851	HDC	TECREW	1.5	7,099.59	156.0	156.0	156.0
0000030851	HDC	TECREW	2.0	30.34	0.5	0.5	0.5
0000030851	HDC	TECREW	Scheduled OT @ 1.5x	5,848.04	128.5	128.5	128.5
0000030851	HDC	TECREW	Scheduled OT @ 2.0x	485.44	8.0	8.0	8.0
0000030851	HDC	TECREW	Difference	0.00	9.5	0.0	0.0
0000030851	HDC	TECREW	REGULAR EARNINGS	11,392.24	344.0	344.0	344.0

EMPLOYEE ID	EMP DT	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030851	HDC	TECREW	1.5	322.62	6.5	0.0	0.0
0000030851	HDC	TECREW	2.0	66.54	1.0	0.0	0.0
0000030851	HDC	TECREW	Meals	228.00	19.0	0.0	0.0
0000030851	HDC	TECREW	TIME	16.64	0.5	0.5	0.5
0000030851	HDC	TECREW	1.5	3,056.83	61.5	61.5	61.5
0000030851	HDC	TECREW	2.0	66.54	1.0	1.0	1.0
0000030851	HDC	TECREW	Scheduled OT @ 1.5x	2,560.24	51.5	51.5	51.5
0000030874	HDC	TECREW	Difference	42.13	19.5	0.0	0.0
0000030874	HDC	TECREW	REGULAR EARNINGS	55,131.84	1,784.8	1,784.8	1,784.8
0000030874	HDC	TECREW	Penalty @ .5X	478.11	31.0	0.0	0.0
0000030874	HDC	TECREW	1.5	533.14	11.5	0.0	0.0
0000030874	HDC	TECREW	2.0	494.18	8.0	0.0	0.0
0000030874	HDC	TECREW	Differential - Helicopter	12.00	1.0	0.0	0.0
0000030874	HDC	TECREW	Meals	648.00	54.0	0.0	0.0
0000030874	HDC	TECREW	Call-out OT @ 1.5	546.08	11.8	11.8	11.8
0000030874	HDC	TECREW	Call-out OT @ 2.0x	431.62	7.0	7.0	7.0
0000030874	HDC	TECREW	TIME	15.42	0.5	0.5	0.5
0000030874	HDC	TECREW	1.5	7,961.66	171.8	171.8	171.8
0000030874	HDC	TECREW	2.0	850.08	13.8	13.8	13.8
0000030874	HDC	TECREW	Scheduled OT @ 1.5x	369.96	8.0	8.0	8.0
0000030874	HDC	TECREW	Scheduled OT @ 2.0x	123.32	2.0	2.0	2.0
0000030951	HDC	TECREW	Difference	1,119.67	345.8	0.0	0.0
0000030951	HDC	TECREW	REGULAR EARNINGS	49,391.36	1,656.0	1,656.0	1,656.0
0000030951	HDC	TECREW	Penalty @ .5X	349.94	23.5	0.0	0.0
0000030951	HDC	TECREW	1.5	1,186.72	26.5	0.0	0.0
0000030951	HDC	TECREW	2.0	387.57	6.5	0.0	0.0
0000030951	HDC	TECREW	Meals	1,020.00	85.0	0.0	0.0
0000030951	HDC	TECREW	Call-out OT @ 1.5	390.87	8.8	8.8	8.8
0000030951	HDC	TECREW	TIME	59.78	2.0	2.0	2.0
0000030951	HDC	TECREW	1.5	10,295.89	230.0	230.0	230.0
0000030951	HDC	TECREW	2.0	967.85	16.3	16.3	16.3
0000030951	HDC	TECREW	Scheduled OT @ 1.5x	3,525.63	78.5	78.5	78.5
0000030951	HDC	TECREW	Scheduled OT @ 2.0x	89.34	1.5	1.5	1.5
0000030967	HDC	TECREW	REGULAR EARNINGS	17,063.94	573.0	573.0	573.0
0000030967	HDC	TECREW	Penalty @ .5X	29.78	2.0	0.0	0.0
0000030967	HDC	TECREW	1.5	156.36	3.5	0.0	0.0
0000030967	HDC	TECREW	2.0	59.56	1.0	0.0	0.0
0000030967	HDC	TECREW	O/T Height 1.5	134.01	9.0	0.0	0.0
0000030967	HDC	TECREW	Meals	156.00	13.0	0.0	0.0
0000030967	HDC	TECREW	Call-out OT @ 1.5	178.68	4.0	4.0	4.0
0000030967	HDC	TECREW	Call-out OT @ 2.0x	89.34	1.5	1.5	1.5
0000030967	HDC	TECREW	1.5	1,641.63	36.8	36.8	36.8
0000030967	HDC	TECREW	2.0	89.34	1.5	1.5	1.5
0000030976	HDC	TECREW	REGULAR EARNINGS	60,022.00	1,826.5	1,826.5	1,826.5
0000030976	HDC	TECREW	EST	65.60	2.0	0.0	0.0
0000030976	HDC	TECREW	Penalty @ .5X	8.20	0.5	0.0	0.0
0000030976	HDC	TECREW	Penalty @ 1.0X	65.60	2.0	0.0	0.0
0000030976	HDC	TECREW	1.5	1,972.94	40.0	0.0	0.0
0000030976	HDC	TECREW	2.0	594.16	9.0	0.0	0.0
0000030976	HDC	TECREW	O/T Height 1.5	32.80	2.0	0.0	0.0
0000030976	HDC	TECREW	Meals	1,308.00	109.0	0.0	0.0

EMPLOYEE ID	EMP DT	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030976	HDC	TECREW	Call-out OT @ 2.0x	229.60	3.5	3.5	3.5
0000030976	HDC	TECREW	TIME	16.40	0.5	0.5	0.5
0000030976	HDC	TECREW	1.5	15,333.84	310.8	310.8	310.8
0000030976	HDC	TECREW	2.0	595.35	9.0	9.0	9.0
0000030976	HDC	TECREW	Scheduled OT @ 1.5x	7,443.02	150.5	150.5	150.5
0000030976	HDC	TECREW	Scheduled OT @ 2.0x	2,538.11	38.3	38.3	38.3
0000030994	HDC	TECREW	REGULAR EARNINGS	18,816.00	631.8	631.8	631.8
0000030994	HDC	TECREW	Exempt	119.12	4.0	0.0	0.0
0000030994	HDC	TECREW	Penalty @ .5X	93.06	6.3	0.0	0.0
0000030994	HDC	TECREW	Penalty @ 1.0X	290.36	9.8	0.0	0.0
0000030994	HDC	TECREW	1.5	111.69	2.5	0.0	0.0
0000030994	HDC	TECREW	2.0	297.80	5.0	0.0	0.0
0000030994	HDC	TECREW	Leading Man	28.83	144.2	0.0	0.0
0000030994	HDC	TECREW	Meals	252.00	21.0	0.0	0.0
0000030994	HDC	TECREW	Call-out OT @ 1.5	178.68	4.0	4.0	4.0
0000030994	HDC	TECREW	Call-out OT @ 2.0x	1,027.41	17.3	17.3	17.3
0000030994	HDC	TECREW	1.5	1,745.86	39.1	39.1	39.1
0000030994	HDC	TECREW	2.0	506.26	8.5	8.5	8.5
0000030994	HDC	TECREW	Scheduled OT @ 1.5x	357.36	8.0	8.0	8.0
0000030994	HDC	TECREW	Scheduled OT @ 2.0x	148.90	2.5	2.5	2.5
0000031011	HDC	TECREW	Difference	101.89	34.8	0.0	0.0
0000031011	HDC	TECREW	REGULAR EARNINGS	53,026.35	1,777.0	1,777.0	1,777.0
0000031011	HDC	TECREW	Penalty @ .5X	100.51	6.8	0.0	0.0
0000031011	HDC	TECREW	Penalty @ 1.0X	290.36	9.8	0.0	0.0
0000031011	HDC	TECREW	1.5	156.70	3.5	0.0	0.0
0000031011	HDC	TECREW	2.0	268.02	4.5	0.0	0.0
0000031011	HDC	TECREW	Meals	204.00	17.0	0.0	0.0
0000031011	HDC	TECREW	Call-out OT @ 2.0x	582.43	9.8	9.8	9.8
0000031011	HDC	TECREW	TIME	14.89	0.5	0.5	0.5
0000031011	HDC	TECREW	1.5	1,842.81	41.2	41.2	41.2
0000031011	HDC	TECREW	2.0	506.26	8.5	8.5	8.5
0000031011	HDC	TECREW	Scheduled OT @ 1.5x	692.39	15.5	15.5	15.5
0000031011	HDC	TECREW	Scheduled OT @ 2.0x	148.90	2.5	2.5	2.5
0000032162	HDC	TECREW	REGULAR EARNINGS	24,419.60	820.0	820.0	820.0
0000032162	HDC	TECREW	Penalty @ .5X	96.79	6.5	0.0	0.0
0000032162	HDC	TECREW	1.5	201.03	4.5	0.0	0.0
0000032162	HDC	TECREW	2.0	208.46	3.5	0.0	0.0
0000032162	HDC	TECREW	Meals	252.00	21.0	0.0	0.0
0000032162	HDC	TECREW	Call-out OT @ 1.5	167.51	3.8	3.8	3.8
0000032162	HDC	TECREW	1.5	2,564.81	57.4	57.4	57.4
0000032162	HDC	TECREW	2.0	714.72	12.0	12.0	12.0
0000032162	HDC	TECREW	Scheduled OT @ 1.5x	357.36	8.0	8.0	8.0
0000032162	HDC	TECREW	Scheduled OT @ 2.0x	148.90	2.5	2.5	2.5
0000033853	HDC	TECREW	REGULAR EARNINGS	1,643.52	64.0	64.0	64.0
0000033853	HDC	TECREW	1.5	19.26	0.5	0.0	0.0
0000033853	HDC	TECREW	Meals	24.00	2.0	0.0	0.0
0000033853	HDC	TECREW	1.5	192.60	5.0	5.0	5.0
0000033853	HDC	TECREW	REGULAR EARNINGS	44,278.13	1,772.5	1,772.5	1,772.5
0000033853	HDC	TECREW	REGULAR EARNINGS	651.93	732.5	732.5	0.0
0000033853	HDC	TECREW	Penalty @ .5X	478.20	39.0	0.0	0.0
0000033853	HDC	TECREW	1.5	695.84	18.5	0.0	0.0

EMPLOYEE ID	COMP	DI	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000033853	HDC		TECREW	2.0	498.56	10.0	0.0	0.0
0000033853	HDC		TECREW	Meals	912.00	76.0	0.0	0.0
0000033853	HDC		TECREW	Penalty @ .5X	15.35	34.5	0.0	0.0
0000033853	HDC		TECREW	1.5	7.29	5.5	0.0	0.0
0000033853	HDC		TECREW	2.0	8.01	4.5	0.0	0.0
0000033853	HDC		TECREW	Call-out OT @ 1.5	225.12	6.0	6.0	6.0
0000033853	HDC		TECREW	Call-out OT @ 2.0x	25.31	0.5	0.5	0.5
0000033853	HDC		TECREW	Call-out OT @ 1.5	2.67	2.0	2.0	0.0
0000033853	HDC		TECREW	TIME	25.32	1.0	1.0	1.0
0000033853	HDC		TECREW	1.5	8,503.32	226.5	226.5	226.5
0000033853	HDC		TECREW	2.0	1,505.82	30.3	30.3	30.3
0000033853	HDC		TECREW	1.5	108.65	81.5	81.5	0.0
0000033853	HDC		TECREW	2.0	25.81	14.5	14.5	0.0
0000033853	HDC		TECREW	Scheduled OT @ 1.5x	2,130.48	56.0	56.0	56.0
0000033853	HDC		TECREW	Scheduled OT @ 2.0x	101.24	2.0	2.0	2.0
0000033853	HDC		TECREW	REGULAR EARNINGS	2,344.32	96.0	96.0	96.0
0000033853	HDC		TECREW	1.5	36.64	1.0	0.0	0.0
0000033853	HDC		TECREW	Meals	36.00	3.0	0.0	0.0
0000033853	HDC		TECREW	1.5	228.94	6.3	6.3	6.3
0000034949	HDC		TECREW	REGULAR EARNINGS	947.20	80.0	80.0	80.0
0000034949	HDC		TECREW	1.5	26.64	1.5	0.0	0.0
0000034949	HDC		TECREW	Meals	48.00	4.0	0.0	0.0
0000034949	HDC		TECREW	1.5	168.72	9.5	9.5	9.5
0000034949	HDC		TECREW	Scheduled OT @ 1.5x	142.08	8.0	8.0	8.0
0000030899	HWS		TT-ED	Difference	5,823.22	2,053.0	0.0	0.0
0000030899	HWS		TT-ED	REGULAR EARNINGS	53,390.40	1,830.0	1,830.0	1,830.0
0000030899	HWS		TT-ED	Exempt	385.28	12.0	0.0	0.0
0000030899	HWS		TT-ED	1.5	393.75	9.0	9.0	9.0
0000030311	HDS		WAREH	Difference	573.88	158.3	0.0	0.0
0000030311	HDS		WAREH	REGULAR EARNINGS	43,981.51	1,802.0	1,802.0	1,802.0
0000030311	HDS		WAREH	Penalty @ .5X	77.61	6.3	0.0	0.0
0000030311	HDS		WAREH	Penalty @ 1.0X	195.29	8.0	0.0	0.0
0000030311	HDS		WAREH	1.5	55.07	1.5	0.0	0.0
0000030311	HDS		WAREH	2.0	440.23	9.0	0.0	0.0
0000030311	HDS		WAREH	Meals	240.00	20.0	0.0	0.0
0000030311	HDS		WAREH	Call-out OT @ 1.5	588.84	16.0	16.0	16.0
0000030311	HDS		WAREH	Call-out OT @ 2.0x	2,281.78	46.7	46.7	46.7
0000030311	HDS		WAREH	1.5	2,032.79	55.5	55.5	55.5
0000030311	HDS		WAREH	2.0	73.08	1.5	1.5	1.5
0000030311	HDS		WAREH	Scheduled OT @ 1.5x	2,931.60	80.0	80.0	80.0
0000030311	HDS		WAREH	Scheduled OT @ 2.0x	194.88	4.0	4.0	4.0
0000030330	HDS		WAREH	Difference	430.63	334.2	0.0	0.0
0000030330	HDS		WAREH	REGULAR EARNINGS	27,935.61	1,215.9	1,215.9	1,215.9
0000030330	HDS		WAREH	Penalty @ .5X	211.92	18.5	0.0	0.0
0000030330	HDS		WAREH	1.5	52.04	1.5	0.0	0.0
0000030330	HDS		WAREH	2.0	45.82	1.0	0.0	0.0
0000030330	HDS		WAREH	Meals	60.00	5.0	0.0	0.0
0000030330	HDS		WAREH	Call-out OT @ 1.5	348.77	10.0	10.0	10.0
0000030330	HDS		WAREH	Call-out OT @ 2.0x	342.12	7.5	7.5	7.5
0000030330	HDS		WAREH	1.5	1,122.87	32.5	32.5	32.5
0000030330	HDS		WAREH	Scheduled OT @ 1.5x	3,268.64	95.0	95.0	95.0

EMPLOYEE ID	MP	DI	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000030330	HDS	WAREH	Scheduled OT @ 2.0x		34.37	0.8	0.8	0.8
0000030964	HDW	WAREH	REGULAR EARNINGS		41,252.96	1,691.0	1,691.0	1,691.0
0000030964	HDW	WAREH	Penalty @ .5X		90.34	7.4	0.0	0.0
0000030964	HDW	WAREH	Penalty @ 1.0X		97.44	4.0	0.0	0.0
0000030964	HDW	WAREH	1.5		953.72	26.0	0.0	0.0
0000030964	HDW	WAREH	2.0		292.32	6.0	0.0	0.0
0000030964	HDW	WAREH	Meals		828.00	69.0	0.0	0.0
0000030964	HDW	WAREH	Call-out OT @ 1.5		876.96	24.0	24.0	24.0
0000030964	HDW	WAREH	Call-out OT @ 2.0x		1,680.84	34.5	34.5	34.5
0000030964	HDW	WAREH	1.5		9,128.51	249.3	249.3	249.3
0000030964	HDW	WAREH	2.0		198.94	4.1	4.1	4.1
0000030964	HDW	WAREH	Scheduled OT @ 1.5x		5,359.20	146.7	146.7	146.7
0000030964	HDW	WAREH	Scheduled OT @ 2.0x		1,437.24	29.5	29.5	29.5
0000030986	HDS	WAREH	Difference		123.94	106.5	0.0	0.0
0000030986	HDS	WAREH	REGULAR EARNINGS		4,079.90	178.1	178.1	178.1
0000030986	HDS	WAREH	Exempt		45.82	2.0	0.0	0.0
0000030986	HDS	WAREH	Meals		12.00	1.0	0.0	0.0
0000030986	HDS	WAREH	1.5		85.91	2.5	2.5	2.5
0000030992	HDK	WAREH	REGULAR EARNINGS		7,795.20	320.0	320.0	320.0
0000030992	HDK	WAREH	Penalty @ .5X		103.53	8.5	0.0	0.0
0000030992	HDK	WAREH	1.5		127.89	3.5	0.0	0.0
0000030992	HDK	WAREH	2.0		341.04	7.0	0.0	0.0
0000030992	HDK	WAREH	Meals		252.00	21.0	0.0	0.0
0000030992	HDK	WAREH	Call-out OT @ 1.5		411.08	11.3	11.3	11.3
0000030992	HDK	WAREH	Call-out OT @ 2.0x		1,741.74	35.8	35.8	35.8
0000030992	HDK	WAREH	1.5		676.00	18.5	18.5	18.5
0000030992	HDK	WAREH	2.0		487.20	10.0	10.0	10.0
0000030992	HDK	WAREH	Scheduled OT @ 1.5x		1,388.52	38.0	38.0	38.0
0000030994	HDS	WAREH	REGULAR EARNINGS		1,913.60	80.0	80.0	80.0
0000030994	HDS	WAREH	Exempt		23.92	1.0	0.0	0.0
0000030994	HDS	WAREH	1.5		215.28	6.0	6.0	6.0
0000030994	HDS	WAREH	Scheduled OT @ 1.5x		287.04	8.0	8.0	8.0
0000030994	HDS	WAREH	Difference		66.36	54.8	0.0	0.0
0000030994	HDS	WAREH	REGULAR EARNINGS		24,401.48	1,062.8	1,062.8	1,062.8
0000030994	HDS	WAREH	Exempt		160.70	7.0	0.0	0.0
0000030994	HDS	WAREH	Penalty @ .5X		139.38	12.2	0.0	0.0
0000030994	HDS	WAREH	1.5		51.55	1.5	0.0	0.0
0000030994	HDS	WAREH	2.0		92.30	2.0	0.0	0.0
0000030994	HDS	WAREH	Meals		96.00	8.0	0.0	0.0
0000030994	HDS	WAREH	Call-out OT @ 1.5		137.46	4.0	4.0	4.0
0000030994	HDS	WAREH	Call-out OT @ 2.0x		452.66	9.8	9.8	9.8
0000030994	HDS	WAREH	1.5		1,933.06	56.1	56.1	56.1
0000030994	HDS	WAREH	2.0		80.19	1.8	1.8	1.8
0000030994	HDS	WAREH	Scheduled OT @ 1.5x		2,680.47	78.0	78.0	78.0
0000030994	HDS	WAREH	Scheduled OT @ 2.0x		45.82	1.0	1.0	1.0
0000034136	HDK	WAREH	REGULAR EARNINGS		20,108.62	822.0	822.0	822.0
0000034136	HDK	WAREH	Penalty @ .5X		24.71	2.0	0.0	0.0
0000034136	HDK	WAREH	1.5		311.37	8.5	0.0	0.0
0000034136	HDK	WAREH	2.0		195.58	4.0	0.0	0.0
0000034136	HDK	WAREH	Meals		300.00	25.0	0.0	0.0
0000034136	HDK	WAREH	Call-out OT @ 1.5		148.26	4.0	4.0	4.0

EMPLOYEE	EMP DI	LAB COST CLASS	TNAME A	Amount	SUM OF TRAN UNITS	Units	Prod Hrs
0000034136	HDK	WAREH	Call-out OT @ 2.0x	321.23	6.5	6.5	6.5
0000034136	HDK	WAREH	1.5	1,470.42	40.2	40.2	40.2
0000034136	HDK	WAREH	2.0	207.06	4.3	4.3	4.3
0000034136	HDK	WAREH	Scheduled OT @ 1.5x	6,780.90	185.0	185.0	185.0
0000034136	HDK	WAREH	Scheduled OT @ 2.0x	2,331.20	47.8	47.8	47.8
0000030495	HGH	WASTW	Difference	226.20	120.0	0.0	0.0
0000030495	HGH	WASTW	REGULAR EARNINGS	26,251.35	941.5	941.5	941.5
0000030495	HGH	WASTW	1.5	41.74	1.0	0.0	0.0
0000030495	HGH	WASTW	2.0	55.66	1.0	0.0	0.0
0000030495	HGH	WASTW	Meals	72.00	6.0	0.0	0.0
0000030495	HGH	WASTW	Call-out OT @ 1.5	500.94	12.0	12.0	12.0
0000030495	HGH	WASTW	Call-out OT @ 2.0x	1,502.82	27.0	27.0	27.0
0000030495	HGH	WASTW	1.5	229.60	5.5	5.5	5.5
0000030495	HGH	WASTW	Scheduled OT @ 1.5x	2,027.16	48.0	48.0	48.0
0000030495	HGH	WASTW	Scheduled OT @ 2.0x	921.76	16.0	16.0	16.0
0000030328	HWI	WMAP	REGULAR EARNINGS	42,293.35	1,799.5	1,799.5	1,799.5
0000030328	HWI	WMAP	Penalty @ .5X	6.20	0.5	0.0	0.0
0000030328	HWI	WMAP	1.5	616.27	17.5	0.0	0.0
0000030328	HWI	WMAP	2.0	48.86	1.0	0.0	0.0
0000030328	HWI	WMAP	Meals	456.00	38.0	0.0	0.0
0000030328	HWI	WMAP	TIME	12.40	0.5	0.5	0.5
0000030328	HWI	WMAP	1.5	3,084.14	87.1	87.1	87.1
0000030328	HWI	WMAP	2.0	146.58	3.0	3.0	3.0
0000030328	HWI	WMAP	Scheduled OT @ 1.5x	167.33	4.5	4.5	4.5
0000034506	HWI	WMAP	REGULAR EARNINGS	31,749.28	1,872.5	1,872.5	1,872.5
0000034506	HWI	WMAP	Penalty @ .5X	4.45	0.5	0.0	0.0
0000034506	HWI	WMAP	1.5	485.13	19.1	0.0	0.0
0000034506	HWI	WMAP	2.0	141.88	4.0	0.0	0.0
0000034506	HWI	WMAP	Meals	576.00	48.0	0.0	0.0
0000034506	HWI	WMAP	Call-out OT @ 1.5	52.62	2.0	2.0	2.0
0000034506	HWI	WMAP	TIME	8.90	0.5	0.5	0.5
0000034506	HWI	WMAP	1.5	2,911.96	113.3	113.3	113.3
0000034506	HWI	WMAP	2.0	229.84	6.5	6.5	6.5
0000034506	HWI	WMAP	Scheduled OT @ 1.5x	225.39	8.5	8.5	8.5





CA-IR-204

Please provide copies of the following documents for Hawaiian Electric Industries, Inc. and/or Hawaiian Electric Company;

- a. 2005 Statistical Supplement to Annual Report;
- b. Prospectus for most recent public offering of common stock;
- c. Prospectus for most recent public offering of long-term debt; and
- d. Prospectus for most recent public offering of preferred stock or hybrid securities.

HELCO Response:

The requested information is voluminous and is available for inspection at HECO's Regulatory Affairs Division office, Suite 1301, Central Pacific Plaza, 220 South King Street, Honolulu, Hawaii. Please contact Dean Matsuura at 543-4622 to make arrangements to inspect the requested information:

- a. 2005 Statistical Supplement to the Annual Report;
- b. Prospectus Supplement for Hawaiian Electric Industries, Inc. (HEI) most recent public offering of 2,000,000 shares of Common Stock;
- c. Prospectus for Hawaiian Electric Industries, Inc. (HEI) \$300,000,000 Medium-Term Notes, Series D and the Pricing Supplement No. 4 dated August 3, 2006, and the Prospectus for Hawaiian Electric Company, Inc. \$47,000,000 Special Purpose Revenue Bonds, Refunding Series 2005A; and
- d. Prospectus for Hawaiian Electric Company, Inc. most recent public offering of Preferred Securities, Series 2004 QUIPS. Please note that Hawaiian Electric Industries, Inc. (HEI) does not have any public offering of preferred stock or hybrid securities outstanding.

However, HEI did have a hybrid security that was fully redeemed on 4/16/04.

# **NOTICE**

Due to the voluminous size of this file, it will not be available on DMS.

However, you may either:

1) fax (808-586-2066) or

2) email ([Hawaii.PUC@hawaii.gov](mailto:Hawaii.PUC@hawaii.gov))

to review or request copies of the documents to the PUC office.



CA-IR-205

Please provide copy of all reports prepared by rating agencies that describe Hawaiian Electric Industries, Inc. and/or Hawaiian Electric Company for the period 2001 to the present.

HELCO Response:

Please refer to HECO's responses filed in CA-IR-102 and CA-RIR-6 of Docket No. 04-0113 (HECO's 2005 Test Year Rate Case) for the available reports prepared by rating agencies for the period 2001 to 2004. The requested information for the available reports for the period 2005 to the present is voluminous and is available for inspection at HECO's Regulatory Affairs Division office, Suite 1301, Central Pacific Plaza, 220 South King Street, Honolulu, Hawaii. Please contact Dean Matsuura at 543-4622 to make arrangements to inspect the requested information.

Note: Most (if not all) of the information requested is copyrighted. The copies are being provided under the "fair use" exception to the copyright laws. Any copies made of the requested information are subject to the copyright laws.

*The requested information for the available reports for the period 2005 to the present is voluminous and is available for inspection at HECO's Regulatory Affairs Division office, Suite 1301, Central Pacific Plaza, 220 South King Street, Honolulu, Hawaii. Please contact Dean Matsuura at 543-4622 to make arrangements to inspect the requested information.*

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## RESEARCH

# Summary: Hawaiian Electric Industries Inc.

Publication date: 31-May-2006  
Primary Credit Analyst: Barbara A Eiseman, New York (1) 212-438-7666;  
barbara\_eiseman@standardandpoors.com

Credit Rating: BBB/Negative/A-2

## Rationale

The ratings on diversified holding company Hawaiian Electric Industries Inc. (HEI) are based on the consolidated credit profile of HEI's units, which include the electric utility, Hawaiian Electric Co. Inc. and its two utility subsidiaries (82% of core revenues and 61% of operating income as of Dec. 31, 2005) and the riskier financial services operations of American Savings Bank FSB (18% of core revenues and 39% of operating income). Standard & Poor's does not accord any credit uplift to American Savings Bank as a result of its affiliation with HEI.

HEI's financial condition remains weak for the rating despite the strong Hawaiian economy and the company's efforts in recent years to strengthen its capital structure. Financial metrics have been pressured owing to rising operating and maintenance expenses, increasing capital outlays, and the prolonged lack of rate relief. Absent a responsive final rate order in Hawaiian Electric's pending rate case, prospective key financial metrics may not support a financial profile that is commensurate with the current ratings.

HEI and Hawaiian Electric have satisfactory business profiles of '8' and '5', respectively, (business profiles are ranked from '1' (excellent) to '10' (vulnerable)) and weak financial measures. HEI's business position is characterized by limited competitive threats due to the utility's geographic isolation, nominal stranded-asset risk, an excellent fuel clause, and steady banking operations. The bank's consistent earnings are driven by net interest income from its low-cost deposit funding and low-risk earning-asset base. These strengths are tempered by Hawaii's economic dependence on a limited number of industries, reliance on fuel oil, significant purchased power obligations, and support of the somewhat riskier banking businesses. Hawaiian Electric's business profile is slightly stronger than that of the parent due to the absence of nonutility operations.

A responsive final rate order from the Hawaii Public Utilities Commission (PUC) with regard to Hawaiian Electric's pending rate case is crucial to help lift key financial measures to more appropriate levels for the ratings. In September 2005, the PUC issued an interim net rate hike of \$41.1 million (3.3%) that is marginally supportive of current ratings. If the amount collected under the interim increase exceeds the amount of the increase ultimately approved in the PUC's final decision and order, the company must refund the excess to its ratepayers with interest. A final order that closely mirrors the interim ruling appears to be sufficient to lift key financial metrics to levels that are marginally suitable for Standard & Poor's guideposts for the 'BBB' rating category. There are no time restrictions in which the PUC must issue a final order.

Hawaii's economy grew by about 3.8% in 2005, and is expected to grow by 3.0% in 2006. Military and federal government spending remains strong as the U.S. Department of Defense has moved military assets to Hawaii. Tourism is also a significant component of the Hawaii economy and set a record for arrivals in 2005, with visitor days up 6.6%. Strength in key nontourism sectors, particularly real estate and the growing military commitment, coupled with low interest rates, have resulted in solid construction and real estate sales activity although future growth in real estate may slow with rising interest rates. Hawaii's economic growth is expected to be tied primarily to the rate of expansion in the mainland U.S. and Japan economies and increased military spending, yet remains vulnerable to uncertainties in the world's geopolitical environment.

Hawaiian Electric's projected capital outlays in 2006-2010 will focus predominantly on additions and improvements to transmission and distribution facilities (approximately 51%) and on generation projects

(approximately 41%). The balance is for general plant, energy solutions, and customer-choice technologies. Internally generated cash should satisfy the bulk of construction expenditures for that period.

HEI has certain bondholder protection metrics that are subpar for the current ratings. In this regard, total debt to capital (adjusted for off-balance-sheet obligations, such as purchased-power contracts and trust-originated preferred securities) and funds from operations (FFO) to total debt are somewhat weak at about 56% and 19%, respectively. Adjusted FFO interest coverage remains healthy at roughly 4.0x. Accordingly, a supportive final rate order, continued tight cost controls, improved earnings, and credit supportive actions by management will be required to lift the company's overall financial profile to more suitable levels.

#### **Short-term credit factors**

The short-term corporate credit and commercial paper ratings on HEI and Hawaiian Electric are 'A-2', incorporating solid liquidity, a manageable maturity ladder, and the ability to internally fund a large portion of dividends and capital expenditures in nearby years.

On April 3, 2006, HEI entered into a new five-year \$100 million unsecured revolving credit facility and a \$75 million unsecured bilateral revolver that terminates on Dec. 27, 2006. The covenants require HEI to maintain a nonconsolidated capitalization ratio of 50% or less and consolidated net worth of \$850 million. The company is comfortably in compliance with these covenants. HEI used the new facilities to support the issuance of commercial paper to refinance its \$100 million medium-term notes that matured on April 10, 2006. Standard & Poor's expects that the company will permanently fund the maturity in the foreseeable future.

On April 3, 2006, Hawaiian Electric also entered into a new \$175 million revolver that expires on March 29, 2007 but will automatically extend to five years if the longer-term agreement is approved by the PUC. Pursuant to the agreement, the company must maintain a consolidated common stock equity to capitalization ratio of at least 35%, with which the company is compliance.

Both HEI's and Hawaiian Electric's facilities support the issuance of CP, but may also be drawn for general corporate purposes. Hawaiian Electric's facility may also be drawn for capital expenditures. The facilities do not contain interest coverage ratio requirements, material adverse change clauses, nor rating triggers. As of May 1, 2006, both HEI's and Hawaiian's credit facilities were undrawn.

HEI has a manageable maturity ladder, with just \$10 million coming due in 2007. Hawaiian Electric has no maturing long-term debt until 2012. As of March 31, 2006, HEI had \$1.4 million of cash and cash equivalents (excluding American Savings Bank's cash and cash equivalents).

Standard & Poor's expects nearly 80% of Hawaiian Electric's 2006 construction program to be internally funded. Importantly, ongoing growth in the Hawaii economy should allow the electric utility to generate relatively stable cash flows and the bank to maintain normal cash dividend levels (54% of its earnings) while still supporting its own business growth. When the bank reaches a 7.5% core capital ratio on a sustainable basis, which is expected by June 30, 2006, it will begin to pay nearly all of its earnings as dividends to HEI.

HEI has \$150 million of debt capacity remaining under a Rule 415 shelf registration and \$96 million remains on an omnibus shelf registration.

#### **Outlook**

The negative outlook on HEI reflects the company's subpar financial condition. Failure to strengthen key financial parameters, especially cash flow coverage of debt, a slump in the Hawaiian economy, a punitive final rate order, and, although not expected, a major erosion in American Savings Bank's creditworthiness could lead to lower ratings. Conversely, credit-supportive actions by the company, as well as responsive rate treatment would lead to ratings stability.

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**STANDARD  
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**RATING DIRECT**

**RESEARCH**

**Hawaiian Electric Company, Inc.**

Publication date: 31-May-2008  
Primary Credit Analyst: Barbara A Elseman, New York (1) 212-438-7888;  
barbara\_elseman@standardandpoors.com

**Corporate Credit Rating**

**BBB+/Negative/A-2**

**Business risk profile**

1 2 3 4 **5** 6 7 8 9 10

**Financial risk profile:**

Moderate

**Debt maturities:**

Hawaiian Electric Co. Inc. has no maturing long-term debt until 2012. Scheduled maturities are \$57.5 million in 2012, \$11.4 million in 2014, and \$50 million in 2018. Its remaining maturities of \$650.5 million occur in 2020 and beyond. Hawaiian Electric Industries Inc. (parent company of Hawaiian Electric) has scheduled maturities of long-term debt of \$10 million in 2007, \$50 million in 2008. Its remaining maturities of \$207 million occur in 2011 and beyond.

**Outstanding Rating(s)**

**Hawaiian Electric Company, Inc.**

Sr unsecd debt

**BBB+**

Local currency

CP

**A-2**

Local currency

Pfd stk

**BBB-**

Local currency

**Hawaiian Electric Industries Inc.**

Corporate Credit Rating

**BBB/Negative/A-2**

Sr unsecd debt

**BBB**

Local currency

Pfd stk

**BB+**

Local currency

**American Savings Bank, FSB, Honolulu HI**

Corporate Credit Rating

**BBB-/Positive/A-3**

Certificate Of Deposit

Local currency

**BBB-/A-3**

**Hawaii Electric Light Company, Inc.**

Corporate Credit Rating

**BBB+/Negative/-**

Sr unsecd debt

**BBB+**

Local currency

**Maul Electric Company, Ltd.**

Corporate Credit Rating

**BBB+/Negative/-**

Sr unsecd debt

**BBB+**

Local currency

**Corporate Credit Rating History**

Nov. 18, 1990

**A-/A-2**

Feb. 9, 1993

**BBB+/A-2**

**Major Rating Factors**

**Strengths:**

- Generally responsive regulatory climate with an excellent fuel clause,
- Limited competitive threats due to the lack of interconnections and wheeling capability, and
- Little asset concentration risk.

**Weaknesses:**

- Dependence on supportive rate decisions to strengthen financial condition,
- An undiversified economy,
- Large purchased power obligations and dependence on imported fuel oil, and
- Strained consolidated financial metrics.

**Rationale**

The ratings on Hawaiian Electric Co. Inc. are based on the consolidated credit profile of Hawaiian Electric Industries Inc. (HEI), which includes Hawaiian Electric's utility operations and its two utility subsidiaries (82% of core revenues and 61% of operating income as of Dec. 31, 2005), and the riskier financial services operations of American Savings Bank FSB (18% of core revenues and 39% of operating income). Standard & Poor's Ratings Services does not accord any credit uplift to American Savings Bank as a result of its affiliation with HEI.

HEI's consolidated financial condition remains somewhat weak for the rating despite the strong Hawaii economy and the company's efforts in recent years to strengthen its capital structure. Financial metrics have been pressured owing to rising operating and maintenance expenses, increasing capital outlays, and the prolonged lack of rate relief. Absent a responsive final rate order in Hawaiian Electric's pending rate case, prospective key financial metrics may not support a financial profile that is commensurate with the current ratings.

HEI has a satisfactory business profiles of '8' (business profiles are ranked from '1' (excellent) to '10' (vulnerable)) and subpar financial measures. HEI's business position is characterized by limited competitive threats due to the utility's geographic isolation, nominal stranded-asset risk, an excellent fuel clause, and steady banking operations. The bank's consistent earnings are driven by net interest income from its low-cost deposit funding and low-risk earning-asset base. These strengths are tempered by Hawaii's economic dependence on a limited number of industries, reliance on fuel oil, significant purchased power obligations, and support of the somewhat riskier banking businesses.

On a stand-alone basis, Hawaiian Electric has a healthier financial profile and slightly stronger business profile ('5') than HEI owing to a lower debt burden and the absence of nonutility operations.

A responsive final rate order from the Hawaii Public Utilities Commission (PUC) with regard to Hawaiian Electric's pending rate case is crucial to help lift key financial measures to more appropriate levels for the ratings. In September 2005, the PUC issued an interim net rate hike of \$41.1 million (3.3%) that is marginally supportive of current ratings. If the amount collected under the interim increase exceeds the amount of the increase ultimately approved in the PUC's final decision and order, the company must refund the excess to its ratepayers with interest. A final order that closely mirrors the interim ruling appears to be sufficient to lift key financial metrics to levels that are marginally suitable for Standard & Poor's guideposts for the 'BBB' rating category. There are no time restrictions in which the PUC must issue a final order.

Hawaii's economy grew by about 3.8% in 2005, and is expected to grow by 3.0% in 2006. Military and federal government spending remains strong as the U.S. Department of Defense has moved military assets to Hawaii. Tourism is also a significant component of the Hawaii economy and set a record for arrivals in 2005, with visitor days up 6.6%. Strength in key nontourism sectors, particularly real estate and the growing military commitment, coupled with low interest rates, have resulted in solid construction and real estate sales activity although future growth in real estate may slow with rising interest rates. Hawaii's economic growth is expected to be tied primarily to the rate of expansion in the mainland U.S. and Japan economies and increased military spending, yet remains vulnerable to uncertainties in the world's geopolitical environment.

Hawaiian Electric's projected capital outlays in 2006-2010 will focus predominantly on additions and improvements to transmission and distribution facilities (approximately 51%) and on generation projects

(approximately 41%). The balance is for general plant, energy solutions, and customer-choice technologies. Internally generated cash is expected to satisfy the bulk of construction expenditures for that period.

HEI has certain bondholder protection metrics that are subpar for the current ratings. In this regard, total debt to capital (adjusted for off-balance-sheet obligations, such as purchased-power contracts and trust-originated preferred securities) and funds from operations (FFO) to total debt are somewhat weak at about 56% and 19%, respectively. Adjusted FFO interest coverage remains healthy at roughly 4.0x. Accordingly, a supportive final rate order, continued tight cost controls, improved earnings, and credit supportive actions by management will be required to lift the company's overall financial profile to more suitable levels.

#### **Short-term credit factors**

The short-term corporate credit and commercial paper ratings on HEI and Hawaiian Electric are 'A-2', incorporating solid liquidity, a manageable maturity ladder, and the ability to internally fund a large portion of dividends and capital expenditures in nearby years.

On April 3, 2006, HEI entered into a new five-year \$100 million unsecured revolving credit facility and a \$75 million unsecured bilateral revolver which terminates on Dec. 27, 2006. The covenants require HEI to maintain a nonconsolidated capitalization ratio of 50% or less and consolidated net worth of \$850 million. The company is comfortably in compliance with these covenants. HEI used the new facilities to support the issuance of commercial paper to refinance its \$100 million medium term notes that matured on April 10, 2006. Standard & Poor's expects the company to permanently fund the maturity in the foreseeable future.

Furthermore, on April 3, 2006, Hawaiian Electric entered into a new \$175 million revolver that expires on March 29, 2007, but will automatically extend to five years if the longer-term agreement is approved by the PUC. Pursuant to the agreement, the company must maintain a consolidated common stock equity to capitalization ratio of at least 35%, with which the company is compliance.

Both HEI's and Hawaiian Electric's facilities support the issuance of CP, but may also be drawn for general corporate purposes. Hawaiian Electric's facility may also be drawn for capital expenditures. The facilities do not contain interest coverage ratio requirements, material adverse change clauses, nor rating triggers. As of May 1, 2006, both HEI's and Hawaiian's credit facilities were undrawn.

HEI has a manageable maturity ladder, with just \$10 million due in 2007. Hawaiian Electric has no maturing long-term debt until 2012. As of March 31, 2006, HEI had \$1.4 million of cash and cash equivalents (excluding American Savings Bank's cash and cash equivalents).

Standard & Poor's expects nearly 80% of Hawaiian Electric's 2006 construction program to be internally funded. Importantly, ongoing growth in the Hawaii economy should allow the electric utility to generate relatively stable cash flows and the bank to maintain normal cash dividend levels (54% of its earnings) while still supporting its own business growth. When the bank reaches a 7.5% core capital ratio on a sustainable basis, which is expected by June 30, 2006, it will begin to pay nearly all of its earnings as dividends to HEI.

HEI has \$150 million of debt capacity remaining under a Rule 415 shelf registration and \$96 million remains on an omnibus shelf registration.

#### **Outlook**

The negative outlook on Hawaiian Electric mirrors that of HEI and reflects the parent's subpar consolidated financial condition. Failure to strengthen key financial parameters, especially cash flow coverage of debt, a slump in the Hawaii economy, a punitive final rate order, and, although not expected, erosion in American Savings Bank's creditworthiness could lead to lower ratings. Conversely, credit-supportive actions by the company as well as responsive rate treatment would lead to ratings stability.

#### **Accounting**

HEI reports its financial statements in accordance with U.S. GAAP. Importantly, there was no material weakness identified by the management in its internal control over financial reporting as of Dec. 31, 2005. Recently adopted accounting standards did not have a material effect on the company's financial statements. However, the new accounting exposure draft on retirement benefits will have a significant

effect on the company's financial statements if adopted.

A few of the independent power producers (IPPs) that supply power to Hawaiian Electric have declined to provide the information necessary for Hawaiian Electric to determine the applicability of FIN 46R related to the consolidation of variable interest entities (VIES). Hence, the company was unable to apply FIN 46R to these IPPs. Hawaiian Electric's other IPPs are either not VIES or outside the purview of FIN 46R.

Standard & Poor's has made certain analytical adjustments to HEI's reported financial information to reflect off-balance-sheet obligations (OBS), such as purchased power commitments and operating leases, when calculating its adjusted financial ratios.

As of Dec. 31, 2005, Hawaiian Electric had purchased power arrangements for 540 MW of firm capacity. To analyze the financial impact of purchased power contracts, Standard & Poor's calculates the net present value of future annual capacity payments (discounted at the company's average costs of debt in 2005 of about 6%) as a potential debt equivalent. Then, Standard & Poor's adds to the balance sheet only a portion of this amount, recognizing that such contractual arrangements are not entirely the equivalent of debt. The percentage that is added (the risk factor) is a function of Standard & Poor's qualitative analysis of the specific contracts and the extent to which market, operating, and regulatory risks are borne by the utility. Standard & Poor's has assigned a risk factor of 30% to Hawaiian Electric's take-and-pay contracts, which translates into a debt equivalent of \$282 million.

The present value of the HEI's operating leases is determined using a 6% discount rate and is treated as a debt equivalent. We also compute operating lease interest and depreciation expenses. The amounts relating to operating leases that we included in HEI's adjusted ratios for 2005 were \$111 million for OBS debt, \$4.9 million for imputed interest, and \$18.1 million for depreciation.

Standard & Poor's also makes an analytical adjustment for allowance for funds used during construction (AFUDC) charges capitalized by the company and treats the charges as a part of operating expenses. The AFUDC charge is backed out to arrive at cash flows from operations. Adjustments for AFUDC debt and equity in 2005 were nominal at about \$2.0 million and \$5.1 million, respectively.

Table 1

Hawaiian Electric Industries Inc. Peer Comparison

Rating	--Average of past three fiscal years--			
	Hawaiian Electric Industries Inc.	Portland General Electric Co	El Paso Electric Co	PNM Resources Inc.
	BBB/Negative/A-2	BBB+/Negative/A-2	BBB/Stable/-	BBB/Negative/A-3
(ML \$)				
Sales	1,973.7	1,550.7	725.6	1,712.4
Net income from cont. oper.	119.0	70.7	30.1	71.5
Funds from oper. (FFO)	272.0	283.3	182.4	293.3
Capital expenditures	188.3	205.3	94.5	180.0
Cash and equivalents	169.0	145.0	23.9	32.7
Total debt	1,255.8	931.7	819.1	1,424.8
Preferred stock	34.4	0.0	0.0	12.0
Common equity	1,180.5	1,217.7	528.1	1,154.5
Total capital	2,470.7	2,149.3	1,147.2	2,591.2
Ratios				
Adj. EBIT interest coverage (x)	2.9	2.3	2.1	2.3
Adj. FFO interest coverage (x)	3.7	3.9	4.3	4.2
Adj. FFO/avg. total debt (%)	17.9	24.1	24.4	19.4
Net cash flow/capital expenditures (%)	83.0	111.2	181.8	135.9
Adj. total debt/capital (%)	57.1	49.3	54.1	59.9
Return on common equity (%)	9.2	5.8	4.9	6.2
Common dividend payout (%)	79.8	71.1	0.0	59.1

Table 2

Hawaiian Electric Industries Inc. Financial Summary

	--Fiscal year ended Dec. 30--				
	2005	2004	2003	2002	2001
Rating history	BBB/Negative/A-2	BBB/Stable/A-2	BBB/Stable/A-2	BBB/Stable/A-2	BBB/Negative/A-2
(Mil. \$)					
Sales	2,215.6	1,924.1	1,781.3	1,653.7	1,727.3
Net income from cont. oper.	131.2	107.7	118.0	118.2	107.7
Funds from oper. (FFO)	284.4	265.8	265.9	240.2	239.1
Capital expenditures	221.7	212.1	181.0	128.2	124.1
Cash and equivalents	151.5	132.1	223.3	244.5	450.8
Total debt	1,259.5	1,243.3	1,284.4	1,306.3	1,345.8
Preferred stock	34.3	34.4	34.4	34.4	34.4
Common equity	1,241.8	1,210.9	1,089.0	1,046.3	929.7
Total capital	2,535.7	2,488.7	2,387.9	2,387.0	2,309.8
Ratios					
Adj. EBIT interest coverage (x)	3.2	2.9	2.7	2.6	2.4
Adj. FFO interest coverage (x)	4.1	3.8	3.5	3.2	3.1
Adj. FFO/avg. total debt (%)	18.7	17.6	17.3	15.3	15.2
Adj. net cash flow/capital expenditures (%)	66.1	83.4	108.8	120.3	84.8
Adj. total debt/capital (%)	58.4	58.1	58.8	60.4	63.3
Return on common equity (%)	9.8	8.8	9.0	9.8	9.8
Common dividend payout (%)	78.7	87.1	73.8	71.8	73.1

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**RESEARCH**

## **BULLETIN: Hawaiian Electric Unit's Rate Filing Does Not Affect Rating**

**Publication date:**  
**Primary Credit Analyst:**

08-May-2006  
Barbara A Eiseman, New York (1) 212-438-7668;  
barbara\_eiseman@standardandpoors.com

NEW YORK (Standard & Poor's) May 8, 2006--Standard & Poor's Ratings Services said today that Hawaiian Electric Light Co. Inc.'s (BBB+/Negative/--) recent rate filing with the Hawaii Public Utilities Commission for a net \$29.9 million (9.2%) rate hike, if approved, would benefit the company's subpar financial profile, but does not affect the rating on the company at this time. Hawaiian Electric Light is a subsidiary of Hawaiian Electric Co. Inc. (HECO; BBB+/Negative/A-2). Hawaiian Electric Light has proposed a tiered rate structure that is intended to lessen the rate impact on customers who use less electricity and encourage conservation. While there is no statutory time frame within which the commission must issue a final order, an interim decision is required within 11 months. Rate relief is needed to recover the costs of reliability investments made since 2000. Implementation of higher rates would help lift the company's key financial measures. However, since Hawaiian Electric Light accounts for a relatively small portion of HECO's operating income and cash flow, the rate increase would not affect the ratings or outlook. HECO's ratings are based on the consolidated credit profile of its parent, Hawaiian Electric Industries Inc.

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## RESEARCH

# Summary: Hawaiian Electric Industries Inc.

Publication date: 16-Mar-2006  
Primary Credit Analyst: Barbara A Elseman, New York (1) 212-438-7666;  
barbara\_elseman@standardandpoors.com

Credit Rating: BBB/Negative/A-2

## Rationale

The ratings on diversified holding company Hawaiian Electric Industries Inc. (HEI) are based on the consolidated credit profile of HEI's family of companies, which include the electric utility, Hawaiian Electric Co. Inc., and its two utility subsidiaries (82% of core revenues and 60% of operating income as of Dec. 31, 2005) and the riskier financial services operations of American Savings Bank FSB, (18% of core revenues and 39% of operating income). Standard & Poor's does not accord any credit uplift to American Savings Bank as a result of its affiliation with HEI.

HEI's financial condition has weakened despite the strong Hawaii economy and the company's efforts in recent years to strengthen its capital structure. Financial metrics have been pressured owing to rising operating and maintenance expenses, increasing capital outlays, and the long-term lack of rate relief. Absent a responsive final rate order in Hawaiian Electric's pending rate case, prospective key financial metrics may not support a financial profile that is commensurate with the current ratings.

HEI and Hawaiian Electric have satisfactory business profiles of '6' and '5', respectively, (business profiles are ranked from '1' (excellent) to '10' (vulnerable)) and weak financial measures. HEI's business position is characterized by limited competitive threats due to the utility's geographic isolation, nominal stranded-asset risk, an excellent fuel clause, and steady banking operations. The bank's consistent earnings are driven by net interest income from its low-cost deposit funding and low-risk earning-asset base. These strengths are tempered by Hawaii's economic dependence on a limited number of industries, reliance on fuel oil, significant purchased-power obligations, and support of the somewhat riskier banking businesses. Hawaiian Electric's business profile is slightly stronger than that of the parent due to the absence of nonutility operations.

A responsive final rate order from the Hawaii Public Utilities Commission (PUC) with regard to Hawaiian Electric's pending rate case is crucial to help lift key financial measures to more appropriate levels for the ratings. In September 2005, the PUC issued an interim net rate hike of \$41.1 million (3.3%) that is marginally supportive of current ratings. If the amount collected under the interim increase exceeds the amount of the increase ultimately approved in the PUC's final decision and order, the company must refund the excess to its ratepayers with interest. A final order that closely mirrors the interim ruling appears to be sufficient to lift key financial metrics to levels that are marginally suitable for Standard & Poor's guidelines for the 'BBB' rating category. There are no time restrictions in which the PUC must issue a final order.

Hawaii's economy grew by about 3.8% in 2005, and is expected to grow by 3.0% in 2006. Military and federal government spending remains strong as the U.S. Department of Defense has moved military assets to Hawaii. Tourism is also a significant component of the Hawaii economy and set a record for arrivals in 2005, with visitor days up 6.6%. Strength in key nontourism sectors, particularly real estate and the growing military commitment, coupled with low interest rates, have resulted in solid construction and real estate sales activity although future growth in real estate may slow with rising interest rates. Hawaii's economic growth is expected to be tied primarily to the rate of expansion in the mainland U.S. and Japan economies and increased military spending, yet remains vulnerable to uncertainties in the world's geopolitical environment.

Hawaiian Electric's prospective capital outlays in 2006-2010 will focus predominantly on additions and improvements to transmission and distribution facilities (51%) and on generation projects (41%). The

balance is for general plant, energy solutions, and customer-choice technologies. Internally generated cash is expected to satisfy the bulk of construction expenditures for that period.

HEI has certain bondholder protection metrics that are subpar for the current ratings. In this regard, total debt to capital (adjusted for off-balance-sheet obligations, such as purchased-power contracts and trust-originated preferred securities) and funds from operations (FFO) to total debt are weak for the rating category at about 57% and 18%, respectively. Adjusted FFO interest coverage remains adequate at 3.9x. Accordingly, a supportive final rate order, continued tight cost controls, improved earnings, and credit supportive actions by management will be required to lift the company's overall financial profile to more suitable levels.

#### **Short-term credit factors**

The short-term corporate credit and commercial paper ratings on HEI and Hawaiian Electric are 'A-2', incorporating solid liquidity, a manageable maturity ladder, and the ability to internally fund a large portion of dividends and capital expenditures in nearby years. HEI has \$100 million of debt coming due in April 2006 and Hawaiian Electric has no maturing long-term debt until 2012. As of the end of 2005, HEI had \$1.4 million of cash and cash equivalents (excluding American Savings Bank's cash and cash equivalents). HEI and Hawaiian Electric had bank lines totaling \$80 million and \$180 million, respectively, as of Dec. 31, 2005, all of which were unused.

Covenants in HEI's and Hawaiian Electric's lines require Hawaiian Electric to maintain a consolidated equity capitalization ratio (exclusive of short-term debt) of at least 35%. As of Dec. 31, 2005, Hawaiian Electric's consolidated common equity to capitalization ratio was 56%. Certain HEI lines of credit totaling \$20 million and \$45 million require the company to maintain a consolidated net worth, exclusive of intangible assets, of at least \$900 million and \$850 million, respectively, which at the end of 2005 was \$1.1 billion. The line of credit agreements do not contain interest coverage ratio requirements. None of HEI's or Hawaiian Electric's lines contain material adverse change clauses or rating triggers that affect access to the facilities.

Standard & Poor's expects roughly 75% of Hawaiian Electric's 2006 construction program to be internally funded. Importantly, ongoing growth in the Hawaii economy should allow the electric utility to generate relatively stable cash flows and the bank to maintain normal cash dividend levels (54% of its earnings) while still supporting its own business growth. When the bank reaches a 7.5% core capital ratio on a sustainable basis, it will begin to pay nearly all of its earnings as dividends to HEI.

HEI has \$150 million of debt capacity remaining under a Rule 415 shelf registration and \$96 million remains on an omnibus shelf registration.

#### **Outlook**

The negative outlook on HEI reflects the company's subpar financial condition. Failure to strengthen key financial parameters, especially cash flow coverage of debt, a slump in the Hawaii economy, a punitive final rate order, an erosion in American Savings Bank's creditworthiness, or a combination of these factors could lead to lower ratings. Conversely, credit-supportive actions by the company as well as responsive rate treatment that would enable the company to produce consolidated FFO to total debt in the lower to mid-20% range would lead to ratings stability.

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RATING SUBJECT

RESEARCH

## Summary: Hawaiian Electric Company, Inc.

Publication date: 16-Mar-2006  
Primary Credit Analyst: Barbara A Eiseman, New York (1) 212-438-7666;  
barbara\_eiseman@standardandpoors.com

Credit Rating: BBB+/Negative/A-2

### Rationale

The ratings on Hawaiian Electric Co. Inc. are based on the consolidated credit profile of Hawaiian Electric Industries Inc. (HEI), which includes Hawaiian Electric's utility operations and its two utility subsidiaries (82% of core revenues and 60% of operating income as of Dec. 31, 2004) and the riskier financial services operations of American Savings Bank FSB (18% of core revenues and 39% of operating income). Standard & Poor's Ratings Services does not accord any credit uplift to American Savings Bank as a result of its affiliation with HEI.

HEI's financial condition has weakened despite the strong Hawaiian economy and the company's efforts in recent years to strengthen its capital structure. Financial metrics have been pressured, owing to rising operating and maintenance expenses, increasing capital outlays, and the long-term lack of rate relief. Absent a responsive final rate order in Hawaiian Electric's pending rate case, prospective key financial metrics may not support a financial profile that is commensurate with the current ratings.

HEI and Hawaiian Electric have satisfactory business profiles of '6' and '5', respectively, (business profiles are ranked from '1' (excellent) to '10' (vulnerable)) and weak financial measures. HEI's business position is characterized by limited competitive threats due to the utility's geographic isolation, nominal stranded-asset risk, an excellent fuel clause, and steady banking operations. The bank's consistent earnings are driven by net interest income from its low-cost deposit funding and low-risk earning-asset base. These strengths are tempered by Hawaii's economic dependence on a limited number of industries, reliance on fuel oil, significant purchased-power obligations, and support of the somewhat riskier banking businesses. Hawaiian Electric's business profile is slightly stronger than that of the parent due to the absence of nonutility operations. In addition, its stand-alone financial condition is stronger than that of HEI owing to a lower debt burden.

A responsive final rate order from the Hawaii Public Utilities Commission (PUC) with regard to Hawaiian Electric's pending rate case is crucial to help lift key financial measures to more appropriate levels for the ratings. In September 2005, the PUC issued an interim net rate hike of \$41.1 million (3.3%) that is marginally supportive of current ratings. If the amount collected under the interim increase exceeds the amount of the increase ultimately approved in the PUC's final decision and order, the company must refund the excess to its ratepayers with interest. A final order that closely mirrors the interim ruling appears to be sufficient to lift key consolidated financial metrics to levels that are marginally suitable for Standard & Poor's guideposts for the 'BBB' rating category. There are no time restrictions in which the PUC must issue a final order.

Hawaii's economy grew by about 3.8% in 2005, and is expected to grow by 3.0% in 2006. Military and federal government spending remains strong as the U.S. Department of Defense has moved military assets to Hawaii. Tourism is also a significant component of the Hawaii economy and set a record for arrivals in 2005, with visitor days up 6.6%. Strength in key nontourism sectors, particularly real estate and the growing military commitment, coupled with low interest rates, have resulted in solid construction and real estate sales activity although future growth in real estate may slow with rising interest rates. Hawaii's economic growth is expected to be tied primarily to the rate of expansion in the mainland U.S. and Japan economies and increased military spending, yet remains vulnerable to uncertainties in the world's geopolitical environment.

Hawaiian Electric's prospective capital outlays in 2006-2010 will focus predominantly on additions and

improvements to transmission and distribution facilities (51%) and on generation projects (41%). The balance is for general plant, energy solutions and customer-choice technologies. Internally generated cash is expected to satisfy the bulk of construction expenditures for that period.

HEI has certain bondholder protection metrics that are subpar for the current ratings. In this regard, total debt to capital (adjusted for off-balance-sheet obligations, such as purchased-power contracts and trust-originated preferred securities) and funds from operations (FFO) to total debt are weak for the rating category at about 57% and 18%, respectively. Adjusted FFO interest coverage remains adequate at 3.9x. Accordingly, a supportive final rate order, continued tight cost controls, improved earnings, and credit supportive actions by management will be required to lift the company's overall financial profile to more suitable levels.

In most circumstances, Standard & Poor's will not rate the debt of a wholly owned subsidiary higher than the rating on the parent. However, exceptions can be made on the basis of structural protections or regulatory insulation or both, assuming the entity has a financial profile that supports a higher rating. In Hawaiian Electric's case, in Standard & Poor's opinion, there are adequate insulating conditions in Hawaii's statutory and regulatory framework, including orders issued by the PUC regarding the formation of HEI's holding company structure, to separate the corporate credit ratings on HEI and Hawaiian Electric by one notch.

#### **Short-term credit factors**

The short-term corporate credit and commercial paper ratings on HEI and Hawaiian Electric are 'A-2', incorporating solid liquidity, a manageable maturity ladder, and the ability to internally fund a large portion of dividends and capital expenditures in nearby years. HEI has \$100 million of debt coming due in April 2006 and Hawaiian Electric has no maturing long-term debt until 2012. As of the end of 2005, HEI had \$1.4 million of cash and cash equivalents (excluding American Savings Bank's cash and cash equivalents). HEI and Hawaiian Electric had bank lines totaling \$80 million and \$180 million, respectively, as of Dec. 31, 2005, all of which were unused.

Covenants in HEI's and Hawaiian Electric's lines require Hawaiian Electric to maintain a consolidated equity capitalization ratio (exclusive of short-term debt) of at least 35%. As of Dec. 31, 2005, Hawaiian Electric's consolidated common equity to capitalization ratio was 56%. Certain HEI lines of credit totaling \$20 million and \$45 million require the company to maintain a consolidated net worth, exclusive of intangible assets, of at least \$900 million and \$850 million, respectively, which at the end of 2005 was \$1.1 billion. The line of credit agreements do not contain interest coverage ratio requirements. None of HEI's or Hawaiian Electric's lines contain material adverse change clauses or rating triggers that affect access to the facilities.

Standard & Poor's expects roughly 75% of Hawaiian Electric's 2006 construction program to be internally funded. Importantly, ongoing growth in the Hawaii economy should allow the electric utility to generate relatively stable cash flows and the bank to maintain normal cash dividend levels (54% of its earnings) while still supporting its own business growth. When the bank reaches a 7.5% core capital ratio on a sustainable basis, it will begin to pay nearly all of its earnings as dividends to HEI.

HEI has \$150 million of debt capacity remaining under a Rule 415 shelf registration and \$96 million remains on an omnibus shelf registration.

#### **Outlook**

*The negative outlook on Hawaiian Electric mirrors that of parent HEI and reflects a subpar consolidated financial condition. Failure to strengthen key financial parameters, especially cash flow coverage of debt, a slump in the Hawaii economy, a punitive final rate order, an erosion in American Savings Bank's creditworthiness, or a combination of these factors could lead to lower ratings. Conversely, credit-supportive actions by the company as well as responsive rate treatment that would enable the company to produce consolidated FFO to total debt in the lower to mid-20% range would lead to ratings stability.*

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RESEARCH

## Summary: Hawaiian Electric Industries Inc.

Publication date: 07-Dec-2005  
Primary Credit Analyst: Barbara A Eiseman, New York (1) 212-438-7666;  
barbara\_eiseman@standardandpoors.com

Credit Rating: BBB/Negative/A-2

### Rationale

The ratings on diversified holding company Hawaiian Electric Industries Inc. (HEI) are based on the consolidated credit profile of HEI's family of companies, which include the regulated electric utility, Hawaiian Electric Co. Inc., and its two island utility subsidiaries (81% of core revenues and 64% of operating income as of Dec. 31, 2004) and the riskier financial services operations of American Savings Bank FSB, (19% of core revenues and 39% of operating income). Standard & Poor's Ratings Services does not accord any credit uplift to American Savings Bank as a result of its affiliation with HEI.

Honolulu, Hawaii-based HEI's consolidated financial condition has weakened despite the strong Hawaii economy and the company's efforts in recent years to strengthen its capital structure. Consolidated financial metrics have been pressured owing to the long-term lack of rate relief and rising operating and maintenance expenses. Absent a responsive final rate order in Hawaiian Electric's pending rate case, prospective key financial metrics may not support a financial profile that is commensurate with the current ratings.

HEI and Hawaiian Electric have satisfactory business profiles of '6' and '5', respectively, (business profiles are ranked from '1' (excellent) to '10' (vulnerable)) and weak financial measures. HEI's business position is characterized by limited competitive threats due to the utility's geographic isolation, nominal stranded-asset risk, an excellent fuel clause, and steady banking operations. American Savings Bank's consistent earnings are driven by net interest income from its low-cost deposit funding and low-risk earning-asset base. These strengths are tempered by Hawaii's economic dependence on a limited number of industries, reliance on fuel oil, significant purchased-power obligations, and support of the somewhat riskier banking businesses. Hawaiian Electric is spared the competitive threat of wholesale competition, but its market share for direct kilowatt-hour sales could contract over time because of inroads from demand-side management (currently recovered through a surcharge on customer bills), competitive bidding, and nonutility generators, including distributed generation. Hawaiian Electric's business profile is slightly stronger than that of the parent due to the absence of nonutility operations.

A responsive rate order from the Hawaii Public Utilities Commission with regard to Hawaiian Electric's pending rate case is crucial to help lift the company's key financial measures to more appropriate levels for the ratings. In September 2005, the Hawaii Public Utilities Commission's (PUC) issued an interim rate order that is marginally supportive of current ratings. The PUC granted a rate increase of \$53.3 million (4.36%) that includes the transfer of certain costs related to existing energy efficiency programs and incremental integrated planning costs from a surcharge line item on electric bills into base electricity charges. Excluding the surcharge transfer, the net increase is \$41.1 million (3.3%). If the amount collected under the interim rate hike exceeds the amount of the increase ultimately approved in the PUC's final decision and order, the company must refund the excess to its ratepayers, with interest. Although the revenue increase falls short of the \$63 million requested by the company, a final order that closely mirrors the interim ruling appears to be sufficient to lift key financial metrics to levels that are marginally suitable for Standard & Poor's guideposts for the 'BBB' rating category. There are no time restrictions in which the PUC must issue a final order.

Hawaii's economy has been growing modestly during the past several years and is expected to grow by 3.5% after inflation in 2005 and 2.8% in 2006. Military and federal government spending remains strong as the U.S. Department of Defense has moved military assets to Hawaii. The visitor industry is also a significant component of the Hawaii economy, second only to the federal government. In 2004, visitor days exceeded 2003 by 7% and the record set in 2000 by 2% and state economists expect visitor days to

increase by 6.5% in 2005. Domestic arrivals were well above record levels set in 2000 and international arrivals are starting to increase as the Japanese economy has improved. Strength in key nontourism sectors, particularly real estate and the growing military commitment, coupled with low interest rates, have resulted in solid construction and real estate sales activity although future growth in real estate may slow with rising interest rates. Hawaii's economic growth is expected to be tied primarily to the rate of expansion in the mainland U.S. and Japan economies and increased military spending, yet remains vulnerable to uncertainties in the world's geopolitical environment.

Internal cash covered about 83% of HEI's consolidated capital program in 2004. Assuming no new unplanned capacity additions, which may eventually be necessary to meet load growth on Oahu, internally generated funds should satisfy the bulk of construction expenditures for the next five years. Prospective capital outlays will focus predominantly on additions and improvements to transmission facilities and, to a lesser extent, on generation projects as well as energy solutions and customer-choice technologies.

HEI has certain bondholder protection metrics that are subpar for the current ratings. Although total debt to capital (adjusted for off-balance-sheet obligations, such as purchased-power contracts and Hawaiian Electric's \$50 million trust-originated preferred securities) declined to 56.9% as of Sept. 30, 2005 from nearly 59% at the end of 2003, it is still liberal for a mid 'BBB' rating. Adjusted funds from operations (FFO) interest coverage is adequate for current ratings at 3.6x. However, FFO to total debt is just 16.1%, which is more reflective of noninvestment-grade quality. Accordingly, a supportive final rate order, continued tight cost controls, improved earnings, and credit supportive actions will be required to stem overall financial deterioration.

#### **Short-term credit factors**

The short-term corporate credit and commercial paper ratings on HEI and Hawaiian Electric are 'A-2', incorporating solid liquidity and the ability to internally fund the bulk of dividends and capital expenditures in nearby years. HEI has \$37 million of debt coming due in December 2005, with \$10 million and \$100 million of debt maturing in February and April 2006, respectively. Hawaiian Electric faces a very manageable maturity schedule with no maturing long-term debt until 2012. As of Sept. 30, 2005, HEI had \$8.2 million of cash and cash equivalents (excluding American Savings Bank's cash and cash equivalents). HEI and Hawaiian Electric had bank lines totaling \$80 million and \$180 million, respectively, at the end of September 2005, all of which were unused.

Covenants in HEI's and Hawaiian Electric's lines require Hawaiian Electric to maintain a consolidated equity capitalization ratio (exclusive of short-term debt) of at least 35%. As of Sept. 30, 2005, Hawaiian Electric's consolidated common equity to capitalization ratio was 56%. Certain HEI lines of credit totaling \$20 million and \$45 million require the company to maintain a consolidated net worth, exclusive of intangible assets, of at least \$900 million and \$850 million, respectively, which at the end of September 2005 was \$1.2 billion. The line of credit agreements do not contain interest coverage ratio requirements. None of HEI's or Hawaiian Electric's lines contain material adverse change clauses or rating triggers that affect access to the facilities.

Consolidated capital outlays should decline to about \$193 million in 2005 from around \$215 million in 2004. Roughly 75% of the 2005 construction program is expected to be internally funded. Importantly, ongoing growth in the Hawaii economy should allow the electric utility to generate relatively stable cash flows and the bank to maintain normal cash dividend levels (50% of its earnings) while still supporting its own business growth.

HEI has \$150 million of debt capacity remaining under a Rule 415 shelf registration. As of Sept. 30, 2005, proceeds of approximately \$1 million from a previous sale of special purpose revenue bonds issued by the State of Hawaii's Department of Budget and Finance for the benefit of Hawaiian Electric remained undrawn.

#### **Outlook**

The negative outlook on HEI reflects the company's declining financial performance. Failure to strengthen key financial parameters, especially cash flow coverage of debt, a slump in the Hawaii economy, a punitive final rate order, an erosion in American Savings Bank's creditworthiness, or a combination of these factors could lead to lower ratings. Conversely, credit-supportive actions by the company as well as responsive rate treatment that would enable the company to produce consolidated FFO to total debt in the lower to mid-20% range would lead to ratings stability.

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#### RESEARCH

### Summary: Hawaiian Electric Company, Inc.

Publication date: 07-Dec-2005  
Primary Credit Analyst: Barbara A Eiseman, New York (1) 212-438-7666;  
barbara\_eiseman@standardandpoors.com

Credit Rating: BBB+/Negative/A-2

#### Rationale

The ratings on electric utility company Hawaiian Electric Co. Inc. are based on the consolidated credit profile of Hawaiian Electric Industries Inc. (HEI), which includes Hawaiian Electric's utility operations and its two island utility subsidiaries (81% of core revenues and 64% of operating income as of Dec. 31, 2004) and the riskier financial services operations of American Savings Bank FSB (19% of core revenues and 39% of operating income). Standard & Poor's Ratings Services does not accord any credit uplift to American Savings Bank as a result of its affiliation with HEI.

Honolulu, Hawaii-based HEI's consolidated financial condition has weakened despite the strong Hawaii economy and the company's efforts in recent years to strengthen its capital structure. Consolidated financial metrics have been pressured owing to the long-term lack of rate relief and rising operating and maintenance expenses. Absent a responsive final rate order in Hawaiian Electric's pending rate case, prospective key financial metrics may not support a financial profile that is commensurate with the current ratings.

HEI and Hawaiian Electric have satisfactory business profiles of '6' and '5', respectively, (business profiles are ranked from '1' (excellent) to '10' (vulnerable)) and weak financial measures. HEI's business position is characterized by limited competitive threats due to the utility's geographic isolation, nominal stranded-asset risk, an excellent fuel clause, and steady banking operations. American Savings Bank's consistent earnings are driven by net interest income from its low-cost deposit funding and low-risk earning-asset base. These strengths are tempered by Hawaii's economic dependence on a limited number of industries, reliance on fuel oil, significant purchased-power obligations, and support of the somewhat riskier banking businesses. Hawaiian Electric is spared the competitive threat of wholesale competition, but its market share for direct kilowatt-hour sales could contract over time because of inroads from demand-side management (currently recovered through a surcharge on customer bills), competitive bidding, and nonutility generators, including distributed generation. Hawaiian Electric's business profile is slightly stronger than that of the parent due to the absence of nonutility operations.

A responsive rate order from the Hawaii Public Utilities Commission with regard to Hawaiian Electric's pending rate case is crucial to help lift the company's key financial measures to more appropriate levels for the ratings. In September 2005, the Hawaii Public Utilities Commission's (PUC) issued an interim rate order that is marginally supportive of current ratings. The PUC granted a rate increase of \$53.3 million (4.36%) that includes the transfer of certain costs related to existing energy efficiency programs and incremental integrated planning costs from a surcharge line item on electric bills into base electricity charges. Excluding the surcharge transfer, the net increase is \$41.1 million (3.3%). If the amount collected under the interim rate hike exceeds the amount of the increase ultimately approved in the PUC's final decision and order, the company must refund the excess to its ratepayers, with interest. Although the revenue increase falls short of the \$63 million requested by the company, a final order that closely mirrors the interim ruling appears to be sufficient to lift key financial metrics to levels that are marginally suitable for Standard & Poor's guideposts for the 'BBB' rating category. There are no time restrictions in which the PUC must issue a final order.

Hawaii's economy has been growing modestly during the past several years and is expected to grow by 3.5% after inflation in 2005 and 2.8% in 2006. Military and federal government spending remains strong as the U.S. Department of Defense has moved military assets to Hawaii. The visitor industry is also a significant component of the Hawaii economy. In 2004, visitor days exceeded 2003 by 7% and the record set in 2000 by 2%, and state economists expect visitor days to increase by 6.5% in 2005. Domestic



arrivals were well above record levels set in 2000, and international arrivals are starting to increase as the Japanese economy has improved. Strength in key nontourism sectors, particularly real estate and the growing military commitment, coupled with low interest rates, have resulted in solid construction and real estate sales activity although future growth in real estate may slow with rising interest rates. Hawaii's economic growth is expected to be tied primarily to the rate of expansion in the mainland U.S. and Japan economies and increased military spending, yet remains vulnerable to uncertainties in the world's geopolitical environment.

Internal cash covered about 84% of HEI's consolidated capital program in 2004. Assuming no new unplanned capacity additions, which may eventually be necessary to meet load growth on Oahu, internally generated funds should satisfy the bulk of construction expenditures for the next five years. Prospective capital outlays will focus predominantly on additions and improvements to transmission facilities and, to a lesser extent, on generation projects as well as energy solutions and customer-choice technologies.

HEI has certain bondholder protection metrics that are subpar for the current ratings. Although total debt to capital (adjusted for off-balance-sheet obligations, such as purchased-power contracts, and Hawaiian Electric's \$50 million trust-originated preferred securities) declined to 56.9% as of Sept. 30, 2005 from nearly 59% at the end of 2003, it is still liberal for a mid 'BBB' rating. Adjusted funds from operations (FFO) interest coverage is adequate for current ratings at about 3.5x. However, FFO to total debt is just 18.1%, which is more reflective of noninvestment-grade quality. Accordingly, a supportive final rate order, continued tight cost controls, improved earnings, and credit supportive actions will be required to stem overall financial deterioration.

Hawaiian Electric's stand-alone financial condition is stronger than that of the parent owing to a lower debt burden. In this regard, adjusted total debt to total capital stood at 52.4% at the end of September 2005, including its hybrid preferred securities and adjustments for purchased-power contracts. Although the utility's adjusted FFO interest coverage is strong for current ratings at around 4.5x, adjusted FFO to total debt is somewhat weak at about 19.5%.

In most circumstances, Standard & Poor's will not rate the debt of a wholly owned subsidiary higher than the rating of the parent. However, exceptions can be made on the basis of structural protections or regulatory insulation or both, assuming the entity has a financial profile that supports a higher rating. In Hawaiian Electric's case, in Standard & Poor's opinion, there are adequate insulating conditions in Hawaii's statutory and regulatory framework, including orders issued by the PUC regarding the formation of HEI's holding company structure, to separate the corporate credit ratings on HEI and Hawaiian Electric by one notch.

#### Short-term credit factors

The short-term corporate credit and commercial paper ratings on HEI and Hawaiian Electric are 'A-2', incorporating solid liquidity and the ability to internally fund the bulk of dividends and capital expenditures in nearby years. HEI has \$37 million of debt coming due in December 2005, with \$10 million and \$100 million of debt maturing in February and April 2006, respectively. Hawaiian Electric faces a very manageable maturity schedule, with no maturing long-term debt until 2012. As of Sept. 30, 2005, HEI had \$8.2 million of cash and cash equivalents (excluding American Savings Bank's cash and cash equivalents). HEI and Hawaiian Electric had bank lines totaling \$80 million and \$180 million, respectively, at the end of September 2005, all of which were unused.

Covenants in HEI's and Hawaiian Electric's lines require Hawaiian Electric to maintain a consolidated equity capitalization ratio (exclusive of short-term debt) of at least 35%. As of Sept. 30, 2005, Hawaiian Electric's consolidated common equity to capitalization ratio was 56%. Certain HEI lines of credit totaling \$20 million and \$45 million require the company to maintain a consolidated net worth, exclusive of intangible assets, of at least \$900 million and \$850 million, respectively, which at the end of September 2005 was \$1.2 billion. The line of credit agreements do not contain interest coverage ratio requirements. None of HEI's or Hawaiian Electric's lines contain material adverse change clauses or rating triggers that affect access to the facilities.

Consolidated capital outlays should decline to about \$193 million in 2005 from around \$215 million in 2004. Roughly 75% of the 2005 construction program is expected to be internally funded. Importantly, ongoing growth in the Hawaii economy should allow the electric utility to generate relatively stable cash flows and the bank to maintain normal cash dividend levels (50% of its earnings) while still supporting its own business growth.

HEI has \$150 million of debt capacity remaining under a Rule 415 shelf registration. As of Sept. 30, 2005, proceeds of approximately \$1 million from a previous sale of special purpose revenue bonds issued by the State of Hawaii's Department of Budget and Finance for the benefit of Hawaiian Electric remained undrawn.

## Outlook

The negative outlook on Hawaiian Electric mirrors that of parent HEI and reflects the company's declining financial performance. Failure to strengthen key financial parameters, especially cash flow coverage of debt, a slump in the Hawaii economy, a punitive rate order, an erosion in American Savings Bank's creditworthiness, or a combination of these factors could lead to lower ratings. Conversely, credit-supportive actions by the company as well as responsive rate treatment that would enable the company to produce consolidated FFO to total debt in the lower to mid-20% range would lead to ratings stability.

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### BULLETIN: Interim Rate Increase For Hawaiian Electric Co. Is Credit Neutral

Publication date:

29-Sep-2005

Primary Credit Analyst:

Barbara A Eiseman, New York (1) 212-438-7666;  
barbara\_eiseman@standardandpoors.com

NEW YORK (Standard & Poor's) Sept. 29, 2005--Standard & Poor's Ratings Services said today that the Hawaii Public Utilities Commission's (PUC) interim rate decision for Hawaiian Electric Co. (BBB+/Negative/A-2) appears to be marginally supportive of the company's current ratings. The PUC granted a rate increase of \$53.3 million (4.36%), which includes the transfer of certain costs related to existing energy-efficiency programs and incremental integrated planning costs from a surcharge line item on electric bills into base electricity charges. Excluding the surcharge transfer, the net increase is \$41.1 million (3.33%). If the amount collected under the interim rate hike exceeds the amount of the increase ultimately approved in the PUC's final decision and order, then the company must refund the excess to its ratepayers, with interest. Although the revenue increase falls short of the \$63 million requested by the company, a final order that closely mirrors the interim ruling appears to be sufficient to lift key financial metrics to levels that are marginally suitable for Standard & Poor's guideposts for the 'BBB' rating category. There are no time restrictions in which the PUC must issue a final order. Therefore, the credit outlook on the company will remain negative until the level of rates is permanently determined.

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## Research:

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### BULLETIN: Hawaiian Electric's Rate Settlement Is Neutral For Credit

Publication date: 20-Sep-2005  
Primary Credit Analyst(s): Barbara A Eiseman, New York (1) 212-438-7866;  
barbara\_eiseman@standardandpoors.com

NEW YORK (Standard & Poor's) Sept. 20, 2005--Standard & Poor's Ratings Services today noted that Hawaiian Electric Co. Inc.'s (BBB+/Negative/A-2) recently announced rate stipulation with the Consumer Advocate and the Department of Defense, which is not binding on the Hawaii Public Utilities Commission (PUC), appears to be marginally supportive of the company's current ratings. The settlement calls for a \$54 million (4.4%) base-rate hike and includes the transfer of certain costs related to existing energy efficiency programs, and incremental integrated planning costs from a surcharge line item on electric bills into base electricity charges. Excluding the surcharge transfer, the net increase is \$42 million (3.4%). Several issues were not settled, which if excluded from company's revenue requirements, would reduce the rate hike to \$46 million (3.8%). Although the revenue increase falls short of the \$63 million requested by the company, an affirmation by the PUC of the settlement, which includes a favorable decision with regard to prepaid pension assets, appears to be sufficient to lift key financial metrics to levels that are marginally suitable for Standard & Poor's guidelines for the 'BBB'-rating category. Although there are no time limits for the PUC to issue a final order, an interim decision is expected in fourth-quarter 2005.

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RESEARCH

## Summary: Hawaiian Electric Industries Inc.

Publication date: 31-Aug-2005  
Primary Credit Analyst: Barbara A Elseman, New York (1) 212-438-7668;  
barbara\_elseman@standardandpoors.com

Credit Rating: BBB/Negative/A-2

### Rationale

The ratings on diversified holding company Hawaiian Electric Industries Inc. (HEI) are based on the consolidated credit profile of HEI's family of companies, which include the regulated electric utility, Hawaiian Electric Co. Inc. and its two island utility subsidiaries (81% of core revenues and 64% of operating income as of Dec. 31, 2004) and the riskier financial services operations of American Savings Bank FSB, (19% of core revenues and 39% of operating income). Standard & Poor's Ratings Services does not accord any credit uplift to American Savings Banks as a result of its affiliation with HEI.

Honolulu, Hawaii-based HEI's consolidated financial condition has weakened despite the strong Hawaii economy and the company's efforts in recent years to strengthen its capital structure. Consolidated financial metrics have been pressured owing to the long-term lack of rate relief and rising operating expenses. Absent a supportive rate decision in Hawaiian Electric's pending rate case, prospective key financial metrics may not support a financial profile that is commensurate with the current ratings.

HEI and Hawaiian Electric have satisfactory business profiles of '6' and '5', respectively, (business profiles are ranked from '1' (excellent) to '10' (vulnerable)) and weak financial measures. HEI's business position is characterized by limited competitive threats due to the utility's geographic isolation, nominal stranded-asset risk, an excellent fuel clause, and steady banking operations. American Savings Bank's consistent earnings are driven by net interest income from its low-cost deposit funding and low-risk earning-asset base. These strengths are tempered by Hawaii's economic dependence on a limited number of industries, reliance on fuel oil, significant purchased-power obligations, and support of the somewhat riskier banking businesses. Hawaiian Electric is spared the competitive threat of wholesale competition, but its market share for direct kilowatt-hour sales could contract over time because of inroads from demand-side management (currently recovered through a surcharge on customer bills), competitive bidding, and nonutility generators, including distributed generation. Hawaiian Electric's business profile is slightly stronger than that of the parent due to the absence of nonutility operations.

A responsive rate order from the Hawaii Public Utilities Commission with regard to Hawaiian Electric's pending rate case is crucial to help lift the company's key financial measures to more appropriate levels for the ratings. The company recently revised its original gross \$98.6 million (9.9%) rate increase request to \$63 million (5.2%). The proposed rate hike includes the transfer of certain costs of existing energy efficiency programs from a surcharge into base rates. Excluding the surcharge transfer, the revised net increase to customers is \$50.9 million (4.1%). Although there are no time restrictions for the commission to issue a final order, an interim decision is expected in the fourth quarter of 2005. Rate relief is needed to recover the costs of reliability investments made since 1995, which have included a number of transmission upgrades, the costs associated with an additional 29 MW of firm capacity from a purchased-power contract, a new fuel oil pipeline, and energy efficiency and conservation programs.

Hawaii's economy has been growing modestly during the past several years and is expected to grow by 3.1% after inflation in 2005 and 2.3% in 2006. Military and federal government spending remains strong as the U.S. Department of Defense has moved military assets to Hawaii. The visitor industry is also a significant component of the Hawaii economy, second only to the federal government. In 2004, visitor days exceeded 2003 by 7% and the record set in 2000 by 2% and state economists expect visitor days to increase by 6.3% in 2005. Domestic arrivals were well above record levels set in 2000 and international arrivals are starting to increase as the Japanese economy has improved. Strength in key nontourism sectors, particularly real estate and the growing military commitment, coupled with low interest rates, have resulted in solid construction and real estate sales activity although future growth in real estate may slow

with rising interest rates. Hawaii's economic growth is expected to be tied primarily to the rate of expansion in the mainland U.S. and Japan economies and increased military spending, yet remains vulnerable to uncertainties in the world's geopolitical environment.

Internal cash covered nearly 70% of HEI's consolidated capital program in 2004. Assuming no new unplanned capacity additions, which may eventually be necessary to meet load growth on Oahu, internally generated funds should satisfy the bulk of construction expenditures for the next five years. Prospective capital outlays will focus predominantly on additions and improvements to transmission facilities and, to a lesser extent, on generation projects as well as energy solutions and customer-choice technologies.

HEI has certain bondholder protection metrics that are subpar for the current ratings. Although total debt to capital (adjusted for off-balance-sheet obligations, such as purchased-power contracts, and Hawaiian Electric's \$50 million trust-originated preferred securities) declined to 56.8% as of June 30, 2005 from nearly 59% at the end of 2003, it is still liberal for a mid 'BBB' rating. Adjusted funds from operations (FFO) interest coverage is adequate for current ratings at about 3.5x. However, FFO to total debt is just 16.8%, which is more reflective of noninvestment-grade quality. Accordingly, rate relief, continued tight cost controls, improved earnings, and credit supportive actions will be required to stem overall financial deterioration.

#### **Short-term credit factors**

The short-term corporate credit and commercial paper ratings on HEI and Hawaiian Electric are 'A-2', incorporating solid liquidity and the ability to internally fund the bulk of dividends and capital expenditures in nearby years. HEI faces a manageable maturity schedule, with \$37 million due in 2005, the bulk of which matures in December. Hawaiian Electric has no maturing long-term debt until 2012. As of June 30, 2005, HEI had \$7 million of cash and cash equivalents (excluding American Savings Bank's cash and cash equivalents). HEI and Hawaiian Electric had bank lines totaling \$80 million and \$150 million, respectively, at the end of June 2005, all of which were unused.

Covenants in HEI's and Hawaiian Electric's lines require Hawaiian Electric to maintain a consolidated equity capitalization ratio (exclusive of short-term debt) of at least 35%. As of June 30, 2005, Hawaiian Electric's consolidated common equity to capitalization ratio was 56%. Certain HEI lines of credit totaling \$20 million and \$45 million require the company to maintain a consolidated net worth, exclusive of intangible assets, of at least \$800 million and \$850 million, respectively, which at the end of June 2005 was \$1.1 billion. The line of credit agreements do not contain interest coverage ratio requirements. None of HEI's or Hawaiian Electric's lines contains material adverse change clauses or rating triggers that affect access to the facilities.

Consolidated capital outlays are expected to decline to about \$193 million in 2005 from around \$215 million in 2004. Roughly 75% of the 2005 construction program is expected to be internally funded. Importantly, ongoing growth in the Hawaii economy should allow the electric utility to generate relatively stable cash flows and the bank to maintain normal cash dividend levels (50% of its earnings) while still supporting its own business growth.

HEI has \$150 million of debt capacity remaining under a Rule 415 shelf registration. As of June 30, 2005, proceeds of approximately \$6 million from a previous sale of special purpose revenue bonds issued by the State of Hawaii's Department of Budget and Finance for the benefit of Hawaiian Electric remained undrawn.

#### **Outlook**

The negative outlook on HEI reflects the company's declining financial performance. Failure to strengthen key financial parameters, especially cash flow coverage of debt, a slump in the Hawaii economy, a punitive rate order, an erosion in American Savings Bank's creditworthiness, or a combination of these factors could lead to lower ratings. Conversely, credit-supportive actions by the company as well as responsive rate treatment that would enable the company to produce consolidated FFO to total debt in the lower to mid-20% range would lead to ratings stability.

any other investment decisions. Accordingly, any user of the information contained herein should not rely on any credit rating or other opinion contained herein in making any investment decision. Ratings are based on information received by Ratings Services. Other divisions of Standard & Poor's may have information that is not available to Ratings Services. Standard & Poor's has established policies and procedures to maintain the confidentiality of non-public information received during the ratings process.

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<b>STANDARD &amp; POORS</b>	<b>RATINGS DIRECT</b>
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RESEARCH

## Summary: Hawaiian Electric Company, Inc.

Publication date: 31-Aug-2005  
Primary Credit Analyst: Barbara A Elseman, New York (1) 212-438-7666;  
barbara\_elselman@standardandpoors.com

Credit Rating: BBB+/Negative/A-2

### Rationale

The ratings on electric utility company Hawaiian Electric Co. Inc. are based on the consolidated credit profile of Hawaiian Electric Industries Inc. (HEI), which includes Hawaiian Electric's utility operations and its two island utility subsidiaries (81% of core revenues and 64% of operating income as of Dec. 31, 2004) and the riskier financial services operations of American Savings Bank FSB (19% of core revenues and 39% of operating income). Standard & Poor's Ratings Services does not accord any credit uplift to American Savings Bank as a result of its affiliation with HEI.

Honolulu, Hawaii-based HEI's consolidated financial condition has weakened despite the strong Hawaii economy and the company's efforts in recent years to strengthen its capital structure. Consolidated financial metrics have been pressured owing to the long-term lack of rate relief and rising operating expenses. Absent a supportive rate decision in Hawaiian Electric's pending rate case, prospective key financial metrics may not support a financial profile that is commensurate with the current ratings.

HEI and Hawaiian Electric have satisfactory business profiles of '6' and '5', respectively, (business profiles are ranked from '1' (excellent) to '10' (vulnerable)) and weak financial measures. HEI's business position is characterized by limited competitive threats due to the utility's geographic isolation, nominal stranded-asset risk, an excellent fuel clause, and steady banking operations. American Savings Bank's consistent earnings are driven by net interest income from its low-cost deposit funding and low-risk earning-asset base. These strengths are tempered by Hawaii's economic dependence on a limited number of industries, reliance on fuel oil, significant purchased-power obligations, and support of the somewhat riskier banking businesses. Hawaiian Electric is spared the competitive threat of wholesale competition, but its market share for direct kilowatt-hour sales could contract over time because of inroads from demand-side management (currently recovered through a surcharge on customer bills), competitive bidding, and nonutility generators, including distributed generation. Hawaiian Electric's business profile is slightly stronger than that of the parent due to the absence of nonutility operations.

A responsive rate order from the Hawaii Public Utilities Commission (PUC) with regard to Hawaiian Electric's pending rate case is crucial to help lift the company's key financial measures to more appropriate levels for the ratings. The company recently revised its original gross \$98.6 million (9.9%) rate increase request to \$63 million (5.2%). The proposed rate hike includes the transfer of certain costs of existing energy efficiency programs from a surcharge into base rates. Excluding the surcharge transfer, the revised net increase to customers is \$50.9 million (4.1%). Although there are no time restrictions for the commission to issue a final order, an interim decision is expected in the fourth quarter of 2005. Rate relief is needed to recover the costs of reliability investments made since 1985, which have included a number of transmission upgrades, the costs associated with an additional 29 MW of firm capacity from a purchased-power contract, a new fuel oil pipeline, and energy efficiency and conservation programs.

Hawaii's economy has been growing modestly during the past several years and is expected to grow by 3.1% after inflation in 2005 and 2.3% in 2006. Military and federal government spending remains strong as the U.S. Department of Defense has moved military assets to Hawaii. The visitor industry is also a significant component of the Hawaii economy, second only to the federal government. In 2004, visitor days exceeded 2003 by 7% and the record set in 2000 by 2%, and state economists expect visitor days to increase by 6.3% in 2005. Domestic arrivals were well above record levels set in 2000, and international arrivals are starting to increase as the Japanese economy has improved. Strength in key nontourism sectors, particularly real estate and the growing military commitment, coupled with low interest rates, have resulted in solid construction and real estate sales activity although future growth in real estate may slow



with rising interest rates. Hawaii's economic growth is expected to be tied primarily to the rate of expansion in the mainland U.S. and Japan economies and increased military spending, yet remains vulnerable to uncertainties in the world's geopolitical environment.

*Internal cash covered nearly 70% of HEI's consolidated capital program in 2004. Assuming no new unplanned capacity additions, which may eventually be necessary to meet load growth on Oahu, internally generated funds should satisfy the bulk of construction expenditures for the next five years. Prospective capital outlays will focus predominantly on additions and improvements to transmission facilities and, to a lesser extent, on generation projects as well as energy solutions and customer-choice technologies.*

HEI has certain bondholder protection metrics that are subpar for the current ratings. Although total debt to capital (adjusted for off-balance-sheet obligations, such as purchased-power contracts, and Hawaiian Electric's \$50 million trust-originated preferred securities) declined to 56.8% as of June 30, 2005 from nearly 59% at the end of 2003, it is still liberal for a mid 'BBB' rating. Adjusted funds from operations (FFO) interest coverage is adequate for current ratings at about 3.5x. However, FFO to total debt is just 16.8%, which is more reflective of noninvestment-grade quality. Accordingly, rate relief, continued tight cost controls, improved earnings, and credit supportive actions will be required to stem overall financial deterioration.

Hawaiian Electric's stand-alone financial condition is stronger than that of the parent owing to a lower debt burden. In this regard, adjusted total debt to total capital stood at 52.6% at the end of June 2005, including its hybrid preferred securities and adjustments for purchased-power contracts. Although the utility's adjusted FFO interest coverage is suitable for current ratings at around 3.8x, adjusted FFO to total debt is somewhat weak at about 19.4%.

In most circumstances, Standard & Poor's will not rate the debt of a wholly owned subsidiary higher than the rating of the parent. However, exceptions can be made on the basis of structural protections or regulatory insulation or both, assuming the entity has a financial profile that supports a higher rating. In Hawaiian Electric's case, in Standard & Poor's opinion, there are adequate insulating conditions in Hawaii's statutory and regulatory framework, including orders issued by the PUC regarding the formation of HEI's holding company structure, to separate the corporate credit ratings on HEI and Hawaiian Electric by one notch.

#### **Short-term credit factors**

The short-term corporate credit and commercial paper ratings on HEI and Hawaiian Electric are 'A-2', incorporating solid liquidity and the ability to internally fund the bulk of dividends and capital expenditures in nearby years. HEI faces a manageable maturity schedule, with \$37 million due in 2005, the bulk of which matures in December. Hawaiian Electric has no maturing long-term debt until 2012. As of June 30, 2005, HEI had \$7 million of cash and cash equivalents (excluding American Savings Bank's cash and cash equivalents). HEI and Hawaiian Electric had bank lines totaling \$80 million and \$150 million, respectively, at the end of June 2005, all of which were unused.

Covenants in HEI's and Hawaiian Electric's lines require Hawaiian Electric to maintain a consolidated equity capitalization ratio (exclusive of short-term debt) of at least 35%. As of June 30, 2005, Hawaiian Electric's consolidated common equity to capitalization ratio was 56%. Certain HEI lines of credit totaling \$20 million and \$45 million require the company to maintain a consolidated net worth, exclusive of intangible assets, of at least \$900 million and \$850 million, respectively, which at the end of June 2005 was \$1.1 billion. The line of credit agreements do not contain interest coverage ratio requirements. None of HEI's or Hawaiian Electric's lines contains material adverse change clauses or rating triggers that affect access to the facilities.

Consolidated capital outlays are expected to decline to about \$193 million in 2005 from around \$215 million in 2004. Roughly 75% of the 2005 construction program is expected to be internally funded. Importantly, ongoing growth in the Hawaii economy should allow the electric utility to generate relatively stable cash flows and the bank to maintain normal cash dividend levels (50% of its earnings) while still supporting its own business growth.

HEI has \$150 million of debt capacity remaining under a Rule 415 shelf registration. As of June 30, 2005, proceeds of approximately \$6 million from a previous sale of special purpose revenue bonds issued by the State of Hawaii's Department of Budget and Finance for the benefit of Hawaiian Electric remained undrawn.

## Outlook

The negative outlook on Hawaiian Electric mirrors that of parent HEI and reflects the company's declining financial performance. Failure to strengthen key financial parameters, especially cash flow coverage of debt, a slump in the Hawaii economy, a punitive rate order, an erosion in American Savings Bank's creditworthiness, or a combination of these factors could lead to lower ratings. Conversely, credit-supportive actions by the company as well as responsive rate treatment that would enable the company to produce consolidated FFO to total debt in the lower to mid-20% range would lead to ratings stability.

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## Industry Report Card: U.S. Electric/Water/Gas

Primary Credit Analyst(s):

Richard W Cortright, Jr., New York (1) 212-438-7665;  
richard\_cortright@standardandpoors.com

Publication date: 06-Jul-05, 12:09:08 EST

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### Commentary/Key Trends

Standard & Poor's Ratings Services expects rating activity in the regulated U.S. utility (electric, gas, pipeline, and water) and merchant power sectors to continue to be relatively modest through at least the remainder of the year.

Regulatory rulings have once again become a dominant factor in companies' credit quality. These decisions will be critical for utilities in many states that are nearing the end of multiyear transition periods and for those that will be making significant capital investment in infrastructure. Efforts to reward shareholders through share repurchases or dividend increases are also a development that weighs on credit quality. These actions are especially significant for companies whose financial profiles are already somewhat weak for their ratings, leaving them susceptible to negative rating actions.

Credit outlooks, which are a leading indicator of rating trends, show that there are nearly twice as many stable outlooks as negative outlooks. Only about 11% of outlooks are positive. Therefore, there should be more rating stability over the near to intermediate term, with somewhat of a negative bias in rating actions.

Since the last report card (see "Industry Report Card: U.S. Electric/Water/Gas" published on RatingsDirect May 3, 2005), four families of companies were upgraded (representing 13 individual ratings) and six families of companies were downgraded (representing 15 individual ratings). Rating actions have been largely due to various factors, most prominently changing financial profiles, both improving (Allegheny Energy Inc.) and weakening (Northeast Utilities), and negative regulatory actions or uncertainty (Central Vermont Public Service Corp., Middlesex Water Co.).

Rate filings and rulings on rate proceedings in Florida, Hawaii, Illinois, Kansas, Maryland, Massachusetts, Missouri, and Wisconsin could have rating implications in the near future. Factors that are driving the need for regulatory approval include the considerable capital expenditures required by many utilities to satisfy environmental requirements, construction of new generation facilities, and efforts to pass through or recover unanticipated costs. Developments in FERC policy, particularly regarding transmission and market power, bear watching. The opposing views of certain state regulatory bodies and the FERC on issues, such as restructuring the regional transmission systems and incorporating certain merchant plants of affiliated companies in the rate base, add to the importance of the regulatory treatment for the industry.

Despite meaningful improvement in financial measures over the past few years, many companies have negative outlooks because of weak credit metrics. This weakness results primarily from high debt levels and cash flow stress associated with unsuccessful forays into more competitive businesses. Moreover, despite the current industry trend of getting

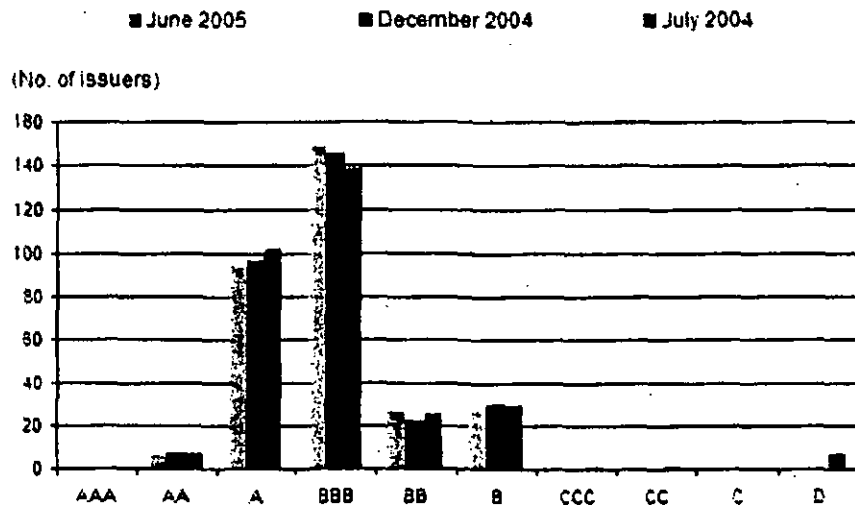
"back to basics," Standard & Poor's remains vigilant to, and skeptical of, nonregulated business pursuits outside of the core competencies of utility management. Inevitably, competition for capital and investor interest will embolden companies to embrace growth strategies that could erode credit quality.

Credit trends in the merchant energy segment of the electric power industry have not changed very much over the past six months, although there have been a few rating upgrades and positive outlook revisions. Most of the credit improvement has come from successful refinancings and completion of strategic asset sales and not from improved industry fundamentals. Utilities with merchant exposure continue to experience volatile cash flows and regulatory uncertainty.

The operating environment for the merchant energy sector remains challenging. Faced with the prospect of stagnant power markets in many regions, cash flow measures are likely to remain weak until wholesale electricity margins materially improve. Since electric industry deregulation has come to a halt, market opportunities in merchant generation are few, although existing assets continue to change ownership, particularly as private equity becomes a larger player.

Chart 1

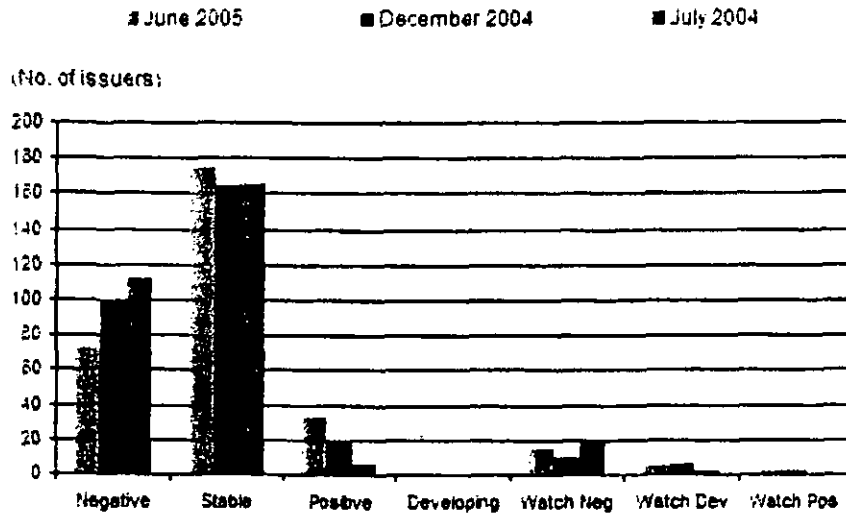
### U.S. Utilities Long-Term Ratings Distribution\*



\*Dates represent current and previously published report card data.

Chart 2

U.S. Utilities Outlook/CreditWatch Distribution\*



\*Dates represent current and previously published report card data.

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Issuer Review

Table 1 U.S. Electric/Gas/Water			
Issuer	Corporate credit rating*	Analyst	Comment
The AES Corp.	B+/Positive/~	Taylor	Standard & Poor's expects AES to continue on its path of parent level debt reduction and, if Standard & Poor's becomes comfortable that AES can meet its goal of lowering parent level debt to about \$4.5 billion by early next year, an upgrade to 'BB-' is likely. Fairly sizable distributions from developing economies such as Venezuela, Nigeria, and Argentina, in 2004 were helpful, but expectations of continuing dividends from these economies present risk. Standard & Poor's expects continued equity investment in new projects, especially in the wind sector.
Indianapolis Power & Light Co.	BB+/Positive/~	Eiseman	See The AES Corp.
IPALCO Enterprises Inc.	BB+/Positive/~	Eiseman	See The AES Corp.
AGL Resources Inc.	A-/Negative/A-2	Messer	On June 10, 2005, Atlanta Gas Light Co. reached a rate settlement with the Georgia Public Service Commission that Standard & Poor's considers neutral for credit quality. Standard & Poor's views positively the roughly \$30 million annual increase in discretionary cash flow through 2008 expected to result from the extension of AGL's pipeline-replacement program, as well as the commission's decision to only modestly

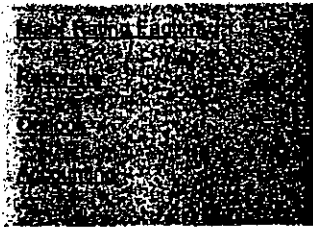
Hawaiian Electric Industries Inc.	BBB-/Negative/A-2	Eiseman	<p>balance sheet that would normally be excluded from rate base. Moreover, regulators recognize that Green Mountain is exposed to material customer concentration risk. As such, they allow the company to earn a higher allowable ROE (10.5%) than Central Vermont (10%).</p> <p>The negative outlook on Hawaiian Electric Industries reflects the declining trend in the company's consolidated financial condition, despite the strong Hawaii economy and the company's efforts in recent years to strengthen capital structure balance. The company's financial metrics have been pressured owing to rising operating expenses, yet-to-be recovered investments, and the long-term lack of rate relief. Absent credit supportive measures by the company and a responsive decision in Hawaiian Electric's pending rate case, prospective key financial metrics may not support a financial profile that is commensurate for the current ratings. Although there are no time restrictions for the commission to issue a final order, an interim decision is possible by the fourth quarter of 2005.</p>
Hawaiian Electric Co. Inc.	BBB-/Negative/A-2	Eiseman	See Hawaiian Electric Industries Inc.
IDACORP Inc.	BBB+/Stable/A-2	Venkataraman	<p>With the issuance of \$115 million in common stock in December 2004, IDACORP's financial profile is expected to be commensurate with expectations for a 'BBB+' rating from 2005 forward. IDACORP has more than \$800 million in capital requirements in the next two years but external funding needs are expected to be modest. The stable outlook reflects expectations for stable cash generation from the utility and the absence of any significant unregulated businesses. Two key issues that would determine future ratings movement are water flows in the Snake River, which are currently weak, and future rate case rulings by the commission.</p>
Idaho Power Co.	BBB+/Stable/A-2	Venkataraman	See IDACORP Inc.
Iroquois Gas Transmission System L.P.	BBB+/Stable/-	Shipman	<p>The Iroquois Gas Transmission System is a limited partnership of gas distribution utilities, electric generators, and pipeline companies. The company is substantially contracted for firm ship-or-pay contracts under a competitive tariff through 2011 with a diverse basket of financially strong shippers. The pipeline system has a good operating history. A major expansion of the pipeline into New York City has enhanced the system, but encountered construction problems and delays that hurt credit quality. The issue is now behind Iroquois, although legal repercussions may yet be felt. It is not expected to have a meaningful impact on the ratings. A minor accounting problem recently caused the company to withdraw its 2004 financial statements, which will be restated soon. The situation should have no effect on credit quality.</p>
ITC Holding Corp.	BBB/Stable/-	Jepsen	<p>The company has an excellent business profile as the sole provider of transmission service to Detroit Edison Co. and has minimal competitive risk because of high regulatory and political barriers to entry. Following the end of the rate freeze, the company increased its transmission rate by nearly 50% under a FERC-approved tariff. Prospectively, rates are to be adjusted annually each June and the company will continue to require annual rate increases to recover capital spending that has more than doubled from initial estimates. Although the company expects to maintain a highly leveraged capital structure, coverage ratios and liquidity should strengthen primarily from annual incremental rate increases following the rate freeze and the expected equity infusion from a sizeable IPO in the near term.</p>

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**UTILITIES**

Rating date: 31-May-2005 Primary Credit Analyst(s): Barbara A Elseman, New York (1) 212-438-7666;  
Barbara\_elseman@standardandpoors.com  
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## Hawaiian Electric Industries Inc.



### ISSUER CREDIT RATINGS

<b>Hawaiian Electric Industries Inc.</b>	
Corporate Credit Rating	BBB/Negative/A-2
<b>American Savings Bank, FSB, Honolulu HI</b>	
Corporate Credit Rating	BBB-/Stable/A-3
<b>Hawaii Electric Light Company, Inc.</b>	
Corporate Credit Rating	BBB+/Negative/--
<b>Hawaiian Electric Company, Inc.</b>	
Corporate Credit Rating	BBB+/Negative/A-2
<b>Maul Electric Company, Ltd.</b>	
Corporate Credit Rating	BBB+/Negative/--

### AFFIRMED RATINGS

<b>Hawaiian Electric Industries Inc.</b>	
Sr unsecd debt	
Local currency	BBB
CP	
Local currency	A-2
Pfd stk	
Local currency	BB+
<b>American Savings Bank, FSB, Honolulu HI</b>	
Certificate Of Deposit	
Local currency	BBB-/A-3
<b>Hawaii Electric Light Company, Inc.</b>	
Sr unsecd debt	
Local currency	BBB+
<b>Hawaiian Electric Company, Inc.</b>	
Sr unsecd debt	
Local currency	BBB+
CP	
Local currency	A-2
Pfd stk	
Local currency	BBB-
<b>Maul Electric Company, Ltd.</b>	
Sr unsecd debt	
Local currency	BBB+
<b>ASB Realty Corp.</b>	
Pfd stk	
Local currency	BB

**Business profile:**

Hawaiian Electric Industries Inc.

6

**Financial policy:**

Moderate

**Debt maturities:**

2005 \$37 mil.

2006 \$110 mil.

2007 \$10 mil.

2008 \$50 mil.

2008-2010 \$0

Thereafter \$207 mil.

Hawaiian Electric Co. Inc. has no maturing long-term debt until 2012. Scheduled maturities are \$57.5 million in 2012, \$11.4 million in 2014, and \$50 million in 2018. Remaining maturities of \$636.5 million occur in 2020 and beyond.

**Corporate credit rating history:**

Feb. 9, 1993

BBB/A-1

Nov. 16, 1990

BBB+

**Major Rating Factors**

**Strengths:**

- Generally responsive regulatory climate with an excellent fuel clause,
- Limited competitive threats due to the lack of interconnections and wheeling capability,
- Cultivation of strong customer relationships with emphasis on the military,
- Little asset concentration risk,
- Exemption from acid rain provisions of the Clean Air Act, and
- Steady banking operations.

**Weaknesses:**

- Dependence on a supportive rate decision to strengthen financial condition,
- An undiversified economy, heavily reliant on the federal government, military, and tourism, which can be significantly affected by world events,
- Large purchased-power obligations,
- Dependence on imported fuel oil,
- High electric rates,
- Ownership of somewhat riskier banking operations, and
- Subpar financial metrics.

**Rationale**

The ratings on Hawaiian Electric Industries Inc. (HEI) are based on the consolidated credit profile of HEI's family of companies, which include the regulated electric utility, Hawaiian Electric Co. Inc. and its two island utility subsidiaries (81% of core revenues and 64% of operating income as of Dec. 31, 2004) and the riskier financial services operations of American Savings Bank FSB, which contributed 19% of core revenues and 39% of operating income as of Dec. 31, 2004. Standard & Poor's does not accord any credit uplift to American Savings Banks as a result of its affiliation with HEI.



Hawaiian Electric Industries Inc.

HEI's consolidated financial condition has declined despite the strong Hawaii economy and the company's efforts in recent years to strengthen its capital structure. Consolidated financial metrics have been pressured owing to the long-term lack of rate relief and rising operating expenses. Absent a supportive rate decision in Hawaiian Electric's pending rate case, prospective key financial metrics may not support a financial profile that is commensurate with the current ratings.

HEI and Hawaiian Electric have satisfactory business profiles of '6' and '5', respectively, (business profiles are ranked from '1' (strong) to '10' (weak)) and weak financial measures. HEI's business position is characterized by limited competitive threats due to the utility's geographic isolation, nominal stranded-asset risk, an excellent fuel clause, and steady banking operations. American Savings Bank's consistent earnings are driven by net interest income from its low-cost deposit funding and low-risk earning-asset base. These strengths are tempered by Hawaii's undiversified economy, dependence on fuel oil, significant purchased-power obligations, and support of the somewhat riskier banking businesses. Hawaiian Electric is spared the competitive threat of wholesale competition, but its market share for direct kilowatt-hour sales could contract over time because of inroads from demand-side management (currently recovered through a surcharge on customer bills), competitive bidding, and nonutility generators, including distributed generation. Hawaiian Electric's business profile is slightly stronger than that of the parent due to the absence of nonutility operations.

A responsive rate order from the Hawaii Public Utilities Commission with regard to Hawaiian Electric's pending rate case for a \$98.6 million (9.9%) gross rate hike is crucial to help lift the company's key financial measures to more appropriate levels for the ratings. Although there are no time restrictions for the commission to issue a final order, an interim decision is expected by the fourth quarter of 2005. Rate relief is needed to recover the costs of reliability investments made since 1995, which have included a number of transmission upgrades, the costs associated with an additional 29 MW of firm capacity from a purchased-power contract, a new fuel oil pipeline, and energy efficiency and conservation programs.

Hawaii's economy has been growing modestly during the past several years and is expected to grow by 3.1% after inflation in 2005 and 2.7% in 2006. Military and federal government spending remains strong as the U.S. Department of Defense has moved military assets to Hawaii. The visitor industry is also a significant component of the Hawaii economy, second only to the federal government. In 2004, visitor days exceeded 2003 by 7% and the record set in 2000 by 2%. Domestic arrivals were well above record levels set in 2000 and international arrivals are starting to increase as the Japanese economy has improved. Strength in key nontourism sectors, particularly real estate and the growing military commitment, coupled with low interest rates, have resulted in solid construction and real estate sales activity although future growth in real estate may slow with rising interest rates. Hawaii's economic growth is expected to be tied primarily to the rate of expansion in the mainland U.S. and Japan economies and increased military spending, yet remains vulnerable to uncertainties in the world's geopolitical environment.

Internal cash covered nearly 70% of HEI's consolidated capital program in 2004. Assuming no new unplanned capacity additions, which may eventually be necessary to meet load growth on Oahu, internally generated funds should satisfy the bulk of construction expenditures for the next five years. Prospective construction outlays will focus predominantly on additions and improvements to transmission facilities and, to a lesser extent, on generation projects as well as energy solutions and customer-choice technologies.

Hawaiian Electric Industries Inc.

HEI's bondholder protection metrics are subpar for the current ratings. Although total debt to capital (adjusted for off-balance-sheet obligations, such as purchased-power contracts, and Hawaiian Electric's \$50 million trust-originated preferred securities) declined to roughly 56% as of Dec. 31, 2004 from about 58% at the end of 2003, it is still liberal for a mid 'BBB' rating. Adjusted funds from operations (FFO) interest coverage is only 3.1x, which is at the lower end of the 'BBB' category benchmark. Adjusted FFO to total debt is just 16.1%, which is commensurate with noninvestment-grade guideposts. However, with rate relief, tight cost controls, improved earnings from continued expansion of Hawaii's economy, and HEI's other credit supportive actions, the company's overall financial condition should improve.

#### **Short-term credit factors**

The short-term corporate credit and commercial paper ratings on HEI and Hawaiian Electric are 'A-2', incorporating solid liquidity and the ability to internally fund the bulk of dividends and capital expenditures in nearby years. HEI faces a manageable maturity schedule, with \$37 million due in 2005, the bulk of which matures in December. Hawaiian Electric has no maturing long-term debt until 2012. As of March 31, 2005, HEI had \$14 million of cash and cash equivalents (excluding American Savings Bank's cash and cash equivalents). HEI and Hawaiian Electric had bank lines totaling \$80 million and \$140 million, respectively, at the end of March 2005.

Covenants in HEI's and Hawaiian Electric's lines require Hawaiian Electric to maintain a consolidated equity capitalization ratio (exclusive of short-term debt) of at least 35%. As of March 31, 2005, Hawaiian Electric's consolidated common equity to capitalization ratio was 56%. Certain HEI lines of credit totaling \$20 million and \$45 million require the company to maintain a consolidated net worth, exclusive of intangible assets, of at least \$900 million and \$850 million, respectively, which at the end of March 2005 was \$1.1 billion. The line of credit agreements do not contain interest coverage ratio requirements. None of HEI's or Hawaiian Electric's lines contains material adverse change clauses or rating triggers that affect access to the facilities.

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HEI has \$150 million of debt capacity remaining under a Rule 415 shelf registration. As of March 31, 2005, proceeds of approximately \$11 million from a previous sale of special purpose revenue bonds issued by the State of Hawaii's Department of Budget and Finance for the benefit of Hawaiian Electric remained undrawn.

#### **Outlook**

The negative outlook on HEI reflects its declining financial performance. Failure to strengthen key financial parameters, especially cash flow coverage of debt, a slump in the Hawaii economy, a punitive rate order, and/or an erosion in American Savings Bank's creditworthiness could lead to lower ratings. Conversely, credit supportive actions by the company as well as responsive rate treatment that would enable the company to produce consolidated FFO to total debt in the lower to mid-20% range would lead to ratings stability.

#### **Accounting**

HEI reports its financial statements in accordance with U.S. GAAP. Recently adopted or pending adoption of new accounting standards did not nor are expected to have a

Hawaiian Electric Industries Inc.

material effect on the company's financial statements. Importantly, there was no material weakness identified by the management in its internal control over financial reporting as of Dec. 31, 2004, under Section 404 of the Sarbanes-Oxley Act.

A few of the independent power producers (IPPs) that supply power to Hawaiian Electric have declined to provide the information necessary for Hawaiian Electric to determine the applicability of FIN 46R related to the consolidation of variable interest entities (VIES). Hence, the company was unable to apply FIN 46R to these IPPs. Hawaiian Electric's other IPPs are either not VIES or outside the purview of FIN 46R.

Standard & Poor's has made certain analytical adjustments to HEI's reported financial information to reflect off-balance-sheet obligations (OBS), such as purchased power commitments and operating leases, when calculating its adjusted financial ratios.

As of Dec. 31, 2004, Hawaiian Electric had purchased power arrangements for 529.6 MW of firm capacity. To analyze the financial impact of purchased power contracts, Standard & Poor's employs the following methodology: the net present value of future annual capacity payments (discounted at 10%) represents a potential debt equivalent—the OBS obligation that a utility incurs when it enters into an intermediate- to long-term purchased power agreement. Standard & Poor's adds to the balance sheet only a portion of this amount, recognizing that such contractual arrangements are not entirely the equivalent of debt. The percentage that is added (the risk factor) is a function of Standard & Poor's qualitative analysis of the specific contracts and the extent to which market, operating, and regulatory risks are borne by the utility. Standard & Poor's has assigned a risk factor of 30% to Hawaiian Electric's take-and-pay contracts, which translates into a debt equivalent of \$290.9 million.

The present value of the company's operating leases is determined using a 6% discount rate and is treated as a debt equivalent. Operating lease interest expense and depreciation expense are also computed. The amounts relating to operating leases that were included in HEI's adjusted ratios for 2004 were \$59.8 million for OBS debt, \$3.6 million for imputed interest, and \$15.4 million for depreciation.

Standard & Poor's also makes an analytical adjustment for allowance for funds used during construction (AFUDC) charges capitalized by the company and treats the charges as a part of operating expenses. The AFUDC charge is backed out to arrive at cash flows from operations. Adjustments for AFUDC debt and equity in 2004 were nominal at about \$2.5 million and \$5.8 million, respectively.

Table 1 Hawaiian Electric Industries Inc. Peer Comparison				
	—Average of past three fiscal years—			
	Hawaiian Electric Industries	Portland General Electric Co.	El Paso Electric Co.	PNM Resources Inc.
Rating	BBB/Negative/A-2	BBB+/Developing/A-2	BBB/Stable/—	BBB/Stable/A-2
(Mil. \$)				
Sales	1,786.4	1,687.0	687.7	1,409.8
Net income from cont. oper.	114.7	71.3	28.3	70.0

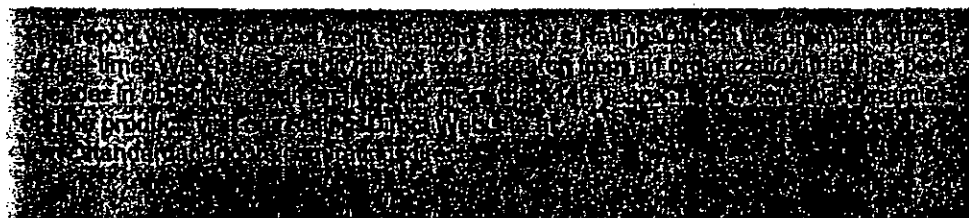
Hawaiian Electric Industries Inc.

Funds from oper. (FFO)	270.1	296.3	146.5	266.2
Capital expenditures	167.7	175.3	67.9	184.9
Total debt	1,271.3	974.7	633.3	1,108.6
Preferred stock	34.4	9.0	0.0	12.4
Common equity	1,115.4	1,195.0	494.9	1,050.3
Total capital	2,421.2	2,178.7	1,128.2	2,175.2
<b>Ratios</b>				
Adj. EBIT interest coverage (x)	2.6	2.4	1.9	2.4
Adj. FFO interest coverage (x)	3.3	4.1	3.7	4.2
Adj. FFO/avg. total debt (%)	17.6	24.5	22.5	19.8
Net cash flow/capital expenditures (%)	112.9	162.5	169.8	127.9
Adj. total debt/capital (%)	58.1	49.8	56.3	57.3
Return on common equity (%)	10.1	8.0	5.1	6.4
Common dividend payout (%)	70.5	0	0	52.0

Table 2 Hawaiian Electric Industries Inc. Financial Summary					
	-Years ended Dec. 31-				
	2004	2003	2002	2001	2000
Rating	BBB/Stable/A-2	BBB/Stable/A-2	BBB/Stable/A-2	BBB/Negative/A-2	BBB/Negative/A-2
(Mil. \$)					
Sales	1,924.1	1,781.3	1,653.7	1,727.3	1732.3
Net income from cont. oper.	107.7	118.0	118.2	107.7	109.3
Funds from oper. (FFO)	239.3	266.2	302.8	258.5	245.9
Capital expenditures	212.1	182.9	128.1	126.3	134.6
Total debt	1,243.3	1,264.4	1,306.3	1,345.8	1393.1

Hawaiian Electric Industries Inc.

Preferred stock	34.4	34.4	34.4	34.4	34.4
Common equity	1,210.9	1,089.0	1,046.3	929.7	839.1
Total capital	2,488.7	2,387.9	2,387.0	2,309.8	2,267.4
<b>Ratios</b>					
Adj. EBIT interest coverage (x)	2.8	2.5	2.5	2.3	2.4
Adj. FFO interest coverage (x)	3.2	3.3	3.6	3.0	2.9
Adj. FFO/avg. total debt (%)	16.0	17.8	19.0	15.9	15.1
Net cash flow/capital expenditures (%)	68.6	118.5	179.1	151.6	113.8
Adj. total debt/capital (%)	56.1	58.7	59.6	62.4	65.4
Return on common equity (%)	8.6	10.5	11.4	11.4	9.1
Common dividend payout (%)	87.1	63.6	62.1	62.2	80.8



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Rating date: 31-May-2005 Primary Credit Analyst(s): Barbara A Elseman, New York (1) 212-438-7666;  
barbara\_elseman@standardandpoors.com  
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## Hawaiian Electric Company, Inc.

### Major Rating Factors

Rationale

Outlook

Assessment

### Corporate Credit Rating

BBB+/Negative/A-2

### Business Profile

1 2 3 4 **5** 6 7 8 9 10

Financial policy:  
Moderate

### Debt maturities:

Hawaiian Electric Co. Inc. has no maturing long-term debt until 2012. Scheduled maturities are \$57.5 million in 2012, \$11.4 million in 2014, and \$50 million in 2018. Remaining maturities of \$636.5 million occur in 2020 and beyond.

Hawaiian Electric Industries Inc. (parent company of Hawaiian Electric Co.) has scheduled maturities of long-term debt of \$37 million in 2005, \$110 million in 2006, \$10 million in 2007 and \$50 million in 2008. Remaining maturities of \$207 million occur in 2011 and beyond.

### Outstanding Rating(s)

#### Hawaiian Electric Company, Inc.

Sr unsec'd debt

Local currency

BBB+

CP

Local currency

A-2

Pfd stk

Local currency

BBB-

#### Hawaiian Electric Industries Inc.

Corporate Credit Rating

BBB/Negative/A-2

Sr unsec'd debt

Local currency

BBB

CP

Local currency

A-2

Pfd stk

Local currency

BB+

#### American Savings Bank, FSB, Honolulu HI

Corporate Credit Rating

BBB-/Stable/A-3

Certificate Of Deposit

Local currency

BBB-/A-3

#### Hawaii Electric Light Company, Inc.

Corporate Credit Rating

BBB+/Negative/--

Sr unsec'd debt

Local currency

BBB+

Hawaiian Electric Company, Inc.

**Maul Electric Company, Ltd.**

Corporate Credit Rating BBB+/Negative/--

Sr unsec'd debt

Local currency BBB+

**ASB Realty Corp.**

Pfd stk

Local currency BB

**Corporate Credit Rating History**

Nov. 16, 1990 A-/A-2

Feb. 9, 1993 BBB+/A-1

**Major Rating Factors**

**Strengths:**

- Generally responsive regulatory climate with an excellent fuel clause,
- Limited competitive threats due to the lack of interconnections and wheeling capability,
- Cultivation of strong customer relationships, with emphasis on the military,
- Little asset concentration risk, and
- Exemption from acid rain provisions of the Clean Air Act.

**Weaknesses:**

- Dependence on a supportive rate decision to strengthen financial condition,
- An undiversified economy, heavily reliant on the federal government, military, and tourism, which can be significantly affected by world events,
- Large purchased-power obligations,
- Dependence on imported fuel oil,
- High electric rates,
- Parent's ownership of somewhat riskier banking operations, and
- Subpar financial metrics.

**Rationale**

The ratings on Hawaiian Electric Co. Inc. are based on the consolidated credit profile of Hawaiian Electric Industries Inc. (HEI), which includes Hawaiian Electric's utility operations and its two island utility subsidiaries (81% of core revenues and 64% of operating income as of Dec. 31, 2004) and the riskier financial services operations of American Savings Bank FSB, which contributed 19% of core revenues and 38% of operating income as of Dec. 31, 2004. Standard & Poor's does not accord any credit uplift to ASB as a result of its affiliation with HEI.

HEI's consolidated financial condition has declined despite the strong Hawaii economy and the company's efforts in recent years to strengthen its capital structure. Consolidated financial metrics have been pressured owing to the long-term lack of rate relief and rising operating expenses. Absent a supportive rate decision in Hawaiian Electric's pending rate case, prospective key financial metrics may not support a financial profile that is commensurate with the current ratings.

HEI and Hawaiian Electric have satisfactory business profiles of '6' and '5', respectively,

Hawaiian Electric Company, Inc.

(business profiles are ranked from '1' (strong) to '10' (weak)) and weak financial measures. HEI's business position is characterized by limited competitive threats due to the utility's geographic isolation, nominal stranded-asset risk, an excellent fuel clause, and steady banking operations. American Savings Bank's consistent earnings are driven by net interest income from its low-cost deposit funding and low-risk earning-asset base. These strengths are tempered by Hawaii's undiversified economy, dependence on fuel oil, significant purchased-power obligations, and support of the somewhat riskier banking businesses. Hawaiian Electric is spared the competitive threat of wholesale competition, but its market share for direct kilowatt-hour sales could contract over time because of inroads from demand-side management (currently recovered through a surcharge on customer bills), competitive bidding, and nonutility generators, including distributed generation. Hawaiian Electric's business profile is slightly stronger than that of the parent due to the absence of nonutility operations.

A responsive rate order from the Hawaii Public Utilities Commission with regard to Hawaiian Electric's pending rate case for a \$98.6 million (9.9%) gross rate hike is crucial to help lift the company's key financial measures to more appropriate levels for the ratings. Although there are no time restrictions for the commission to issue a final order, an interim decision is expected by the fourth quarter of 2005. Rate relief is needed to recover the costs of reliability investments made since 1995, which have included a number of transmission upgrades, the costs associated with an additional 29 MW of firm capacity from a purchased-power contract, a new fuel oil pipeline, and energy efficiency and conservation programs.

Hawaii's economy has been growing modestly during the past several years and is expected to grow by 3.1% after inflation in 2005 and 2.7% in 2006. Military and federal government spending remains strong as the U.S. Department of Defense has moved military assets to Hawaii. The visitor industry is also a significant component of the Hawaii economy, second only to the federal government. In 2004, visitor days exceeded 2003 by 7% and the record set in 2000 by 2%. Domestic arrivals were well above record levels set in 2000 and International arrivals are starting to increase as the Japanese economy has improved. Strength in key nontourism sectors, particularly real estate and the growing military commitment, coupled with low interest rates, have resulted in solid construction and real estate sales activity although future growth in real estate may slow with rising interest rates. Hawaii's economic growth is expected to be tied primarily to the rate of expansion in the mainland U.S. and Japan economies and increased military spending, yet remains vulnerable to uncertainties in the world's geopolitical environment.

Internal cash covered nearly 70% of HEI's consolidated capital program in 2004. Assuming no new unplanned capacity additions, which may eventually be necessary to meet load growth on Oahu, internally generated funds should satisfy the bulk of construction expenditures for the next five years. Prospective construction outlays will focus predominantly on additions and improvements to transmission facilities and, to a lesser extent, on generation projects as well as energy solutions and customer-choice technologies.

HEI's bondholder protection metrics are subpar for the current ratings. Although total debt to capital (adjusted for off-balance-sheet obligations, such as purchased-power contracts, and Hawaiian Electric's \$50 million trust-originated preferred securities) declined to roughly 56% as of Dec. 31, 2004 from about 58% at the end of 2003, it is still liberal for a mid 'BBB' rating. Adjusted funds from operations (FFO) interest coverage is only 3.1x, which is at the lower end of the 'BBB' category benchmark. Adjusted FFO to total debt is just 16.1%, which is commensurate with noninvestment-grade guideposts. However, with rate relief, tight cost controls, improved earnings from continued expansion of Hawaii's



Hawaiian Electric Company, Inc.

economy, and HEI's other credit supportive actions, the company's overall financial condition should improve.

Hawaiian Electric's standalone financial condition is stronger than that of the parent with total debt to total capital at about 52%, including its hybrid preferred securities and adjustments for purchased-power contracts. Although the utility's adjusted FFO interest coverage is suitable for current ratings at about 3.8x, adjusted FFO to total debt is weak somewhat at approximately 20%.

In most circumstances, Standard & Poor's will not rate the debt of a wholly owned subsidiary higher than the rating of the parent. However, exceptions can be made on the basis of structural protections and/or regulatory insulation, assuming the entity has a financial profile that supports a higher rating. In Hawaiian Electric's case, Standard & Poor's believes that there are adequate insulating conditions in Hawaii's statutory and regulatory framework, including orders issued by the Hawaii Public Utilities Commission (PUC) regarding the formation of the HEI holding company structure, to separate the corporate credit ratings of HEI and Hawaiian Electric by one notch.

#### **Short-term credit factors**

The short-term corporate credit and commercial paper ratings on HEI and Hawaiian Electric are 'A-2', incorporating solid liquidity and the ability to internally fund the bulk of dividends and capital expenditures in nearby years. HEI faces a manageable maturity schedule, with \$37 million due in 2005, the bulk of which matures in December. Hawaiian Electric has no maturing long-term debt until 2012. As of March 31, 2005, HEI had \$14 million of cash and cash equivalents (excluding American Savings Bank's cash and cash equivalents). HEI and Hawaiian Electric had bank lines totaling \$80 million and \$140 million, respectively, at the end of March 2005.

Covenants in HEI's and Hawaiian Electric's lines require Hawaiian Electric to maintain a consolidated equity capitalization ratio (exclusive of short-term debt) of at least 35%. As of March 31, 2005, Hawaiian Electric's consolidated common equity to capitalization ratio was 56%. Certain HEI lines of credit totaling \$20 million and \$45 million require the company to maintain a consolidated net worth, exclusive of intangible assets, of at least \$900 million and \$850 million, respectively, which at the end of March 2005 was \$1.1 billion. The line of credit agreements do not contain interest coverage ratio requirements. None of HEI's or Hawaiian Electric's lines contains material adverse change clauses or rating triggers that affect access to the facilities.

Consolidated capital outlays are expected to decline to about \$193 million in 2005 from around \$215 million in 2004. Roughly 75% of the 2005 construction program is expected to be internally funded. Importantly, ongoing growth in the Hawaii economy should allow the electric utility to generate relatively stable cash flows and the bank to maintain normal cash dividend levels (50% of its earnings) while still supporting its own business growth.

HEI has \$150 million of debt capacity remaining under a Rule 415 shelf registration. As of March 31, 2005, proceeds of approximately \$11 million from a previous sale of special purpose revenue bonds issued by the State of Hawaii's Department of Budget and Finance for the benefit of Hawaiian Electric remained undrawn.

#### **Outlook**

The negative outlook on Hawaiian Electric mirrors that of parent HEI and reflects its declining consolidated financial performance. Failure to strengthen key financial parameters, especially cash flow coverage of debt, a slump in the Hawaii economy, a

Hawaiian Electric Company, Inc.

punitive rate order, and/or an erosion in American Savings Bank's creditworthiness could lead to lower ratings. Conversely, credit supportive actions by the company as well as responsive rate treatment that would enable the company to produce consolidated FFO to total debt in the lower to mid-20% range would lead to ratings stability.

### Accounting

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Table 1 Hawaiian Electric Industries Inc. Peer Comparison				
—Average of past three fiscal years—				
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Hawaiian Electric Company, Inc.

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Adj. FFO interest coverage (x)	3.3	4.1	3.7	4.2
Adj. FFO/avg. total debt (%)	17.6	24.5	22.5	19.8
Net cash flow/capital expenditures (%)	112.9	162.5	169.8	127.9
Adj. total debt/capital (%)	58.1	49.8	56.3	57.3
Return on common equity (%)	10.1	6.0	5.1	6.4
Common dividend payout (%)	70.5	0	0	52.0

Table 2 Hawaiian Electric Industries Inc. Financial Summary					
—Years ended Dec. 31—					
	2004	2003	2002	2001	2000
Rating	BBB/Stable/A-2	BBB/Stable/A-2	BBB/Stable/A-2	BBB/Negative/A-2	BBB/Negative/A-2
(Mil. \$)					
Sales	1,924.1	1,781.3	1,653.7	1,727.3	1732.3

Hawaiian Electric Company, Inc.

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Common equity	1,210.9	1,089.0	1,046.3	929.7	839.1
Total capital	2,488.7	2,387.9	2,387.0	2,309.8	2267.4
<b>Ratios</b>					
Adj. EBIT interest coverage (x)	2.8	2.5	2.5	2.3	2.4
Adj. FFO interest coverage (x)	3.2	3.3	3.6	3.0	2.9
Adj. FFO/avg. total debt (%)	18.0	17.8	18.0	15.9	15.1
Net cash flow/capital expenditures (%)	68.6	118.5	179.1	151.8	113.6
Adj. total debt/capital (%)	58.1	58.7	59.6	62.4	65.4
Return on common equity (%)	8.8	10.5	11.4	11.4	9.1
Common dividend payout (%)	87.1	63.6	62.1	62.2	80.8

This report was prepared by Moody's Standard & Poor's Ratings Direct, the premier provider of real-time Web-based credit ratings and research from an organization that has been a leader in objective credit analysis for more than 140 years. To preview the dynamics of an live product, visit our Ratings Direct Web site at [www.standardandpoors.com/ratingsdirect](http://www.standardandpoors.com/ratingsdirect).

Hawaiian Electric Company, Inc.

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## Business

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Posted on: Saturday, April 23, 2005

## HEI hit with lower debt rating

By Deborah Adamson  
Advertiser Staff Writer

A warning from a New York debt-rating agency about the declining financial strength of Hawaiian Electric Industries should bolster the utility's case for a proposed rate hike.

Standard & Poor's yesterday revised its financial outlook on HEI and subsidiary Hawaiian Electric Co. to "negative" from "stable," citing "rising operating expenses, yet to be recovered investments and the long-term lack of rate relief."

HECO is seeking state approval to increase rates by a net 7.3 percent to meet growing electricity demands across O'ahu. If approved, the hike would be HECO's first in 10 years.

"Essentially, S&P put that negative outlook on the holding company and the utility due to the need for rate relief from the (Hawaii Public Utilities) Commission," said Suzy Hollinger, manager of treasury and investor relations at HEI.

A negative outlook means that the credit rating of HEI and HECO may be lowered over the next six months to two years. A credit rating is an indication of how well a company can repay debt. A lower rating would make it more expensive for HEI to borrow.

"The outlook revision reflects a declining trend in HEI's consolidated financial condition, despite the strong Hawaii economy and the company's efforts in recent years to strengthen capital structure balance," Standard &

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HEI hit with lower debt rating - The Honolulu Advertiser - Hawaii's Newspaper

Poor's analyst Barbara Eiseman said.

The Honolulu parent of Hawaiian Electric Co. and American Savings Bank had \$1.2 billion of debt as of Dec. 31, she said.

Yesterday, S&P affirmed a credit rating of "BBB" for HEI, which means the company has "adequate capital" to meet financial commitments, but adverse economic conditions or changing circumstances are more likely to make it tougher to meet debt obligations.

HECO — and its units Hawaiian Electric Light Co. and Maui Electric Co. — had their "BBB+" ratings affirmed as well by S&P.

Reach Deborah Adamson at [dadamson@honoluluadvertiser.com](mailto:dadamson@honoluluadvertiser.com) or 525-8088.

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Return to Regular Format

## Research:

### Research Update: Hawaiian Electric Industries And Utility Units Ratings Affirmed; Outlook Revised To Negative

Publication date: 22-Apr-2005  
Primary Credit Analyst(s): Barbara A Eiseman, New York (1) 212-438-7688;  
barbara\_eiseman@standardandpoors.com

Credit Rating: BBB/Negative/A-2

#### ■ Rationale

On April 22, 2005, Standard & Poor's Ratings Services affirmed its 'BBB' corporate credit rating on Hawaiian Electric Industries Inc. (HEI) and its 'BBB+' corporate credit ratings on subsidiary Hawaiian Electric Co. Inc. and its units, Hawaii Electric Light Co. Inc. and Maui Electric Co. Ltd. At the same time, Standard & Poor's revised its outlook on the companies to negative from stable.

The outlook revision reflects a declining trend in HEI's consolidated financial condition, despite the strong Hawaii economy and the company's efforts in recent years to strengthen capital structure balance. The company's financial metrics have been pressured owing to rising operating expenses, yet to be recovered investments, and the long-term lack of rate relief. Absent a supportive rate decision in Hawaiian Electric's pending rate case, prospective key financial metrics may not support a financial profile that is commensurate for the current ratings.

The ratings on HEI are based on the consolidated credit profile of HEI's family of companies, which include the regulated electric utility Hawaiian Electric and its two utility subsidiaries (81% of core revenues and 64% of operating income as of Dec. 31, 2004) and the riskier financial services operations of subsidiary American Savings Bank FSB, which contributed 19% of core revenues and 39% of operating income as of Dec. 31, 2004.

HEI has a satisfactory business profile and weak financial measures. The company's business position is characterized by limited competitive threats due to the utility's geographic isolation, nominal stranded-asset risk, modest rate-relief needs, an excellent fuel clause, and steady banking operations. American Savings Bank's consistent earnings are driven by net interest income from its low-cost deposit funding and low-risk earning-asset base. These strengths are tempered by Hawaii's tourism-driven economy, dependence on fuel oil, significant purchased-power obligations, and support of the somewhat riskier banking businesses.

Hawaii's economy has been growing modestly during the past several years and is expected to grow by 3.1% after inflation in 2005. The visitor industry is Hawaii's largest economic driver and has recovered from the adverse effects of the 2001 terrorist attacks. Total visitor arrivals were up 8.3% in 2004. Domestic arrivals were well above record levels set in 2000 and international arrivals are starting to increase as the Japanese economy has returned to growth. Strength in key nontourism sectors, particularly real estate and the growing military commitment, coupled with low interest rates, have resulted in solid construction and real estate sales activity although future growth in real estate may slow with rising interest rates. Hawaii's future economic growth is expected to be tied primarily to the rate of expansion in the mainland U.S. and Japan economies and increased military spending, yet remains vulnerable to uncertainties in the world's geopolitical environment.



Internal cash covered about 70% of HEI's capital program in 2004. Assuming no new capacity additions, (which may eventually be necessary to meet load growth on Oahu), internally generated funds should satisfy the bulk of construction expenditures for the next five years. Prospective construction outlays will focus predominantly on additions and improvements to transmission facilities, and to a lesser extent, on generation projects as well as energy solutions and customer-choice technologies.

HEI's bondholder protection parameters are subpar for the current ratings. Although total debt to capital (adjusted for off-balance-sheet obligations, such as purchased-power contracts, quarterly income preferred securities, and Hawaiian Electric's \$50 million trust-originated preferred securities) had declined to 56% at Dec. 31, 2004 from 58% at the end of 2003, it is still liberal for a mid 'BBB' rating. Adjusted funds from operations (FFO) interest coverage is a mediocre 3.1x, which is at the lower end of the 'BBB' category benchmark. Adjusted FFO to total debt is just 16.1%, which is commensurate with noninvestment grade guideposts. However, with rate relief, tight cost controls, the impact on the company's earnings from continued expansion of Hawaii's economy, and HEI's other credit supportive actions, the company's overall financial condition should improve.

Importantly, a responsive rate order from the Hawaii Public Utilities Commission with regard to Hawaiian Electric's pending rate case for a \$98.6 million (9.9%) rate hike is crucial to help lift the company's key financial measures to more appropriate levels for the ratings. Although there are no time restrictions for the commission to issue a final order, an interim decision is possible by the fourth quarter of 2005. Rate relief is needed to recover the costs of reliability investments made since 1995, which have included a number of transmission upgrades, the costs associated with a purchased-power contract, a new fuel oil pipeline, and costs to ensure the continuation and expansion of energy efficiency and conservation programs.

#### Short-term credit factors

The short-term corporate credit and commercial paper ratings on HEI and Hawaiian Electric are 'A-2', incorporating solid liquidity and the ability to internally fund the bulk of dividends and capital expenditures in nearby years. HEI faces a manageable maturity schedule, with \$37 million due in December 2005. Hawaiian Electric has no maturing long-term debt until 2012. As of Dec. 31, 2004, HEI had \$12 million of cash and cash equivalents (excluding American Savings Bank's cash and cash equivalents). HEI and Hawaiian Electric had bank lines totaling \$80 million and \$110 million, respectively, at the end of 2004.

Covenants in HEI's and Hawaiian Electric's lines require Hawaiian Electric to maintain a consolidated equity capitalization ratio (exclusive of short-term debt) of at least 35%. As of Dec. 31, 2004, Hawaiian Electric's consolidated common equity to capitalization ratio was 56%. Certain HEI lines of credit totaling \$20 million and \$45 million require the company to maintain a consolidated net worth, exclusive of intangible assets, of at least \$900 million and \$850 million, respectively, which at the end of December 2004 was \$1.1 billion. The line of credit agreements do not contain interest coverage ratio requirements. None of HEI's or Hawaiian Electric's lines contains material adverse change clauses or rating triggers that affect access to the lines of credit.

HEI's capital outlays are expected to decline to about \$193 million in 2005 from around \$215 million in 2004. Roughly 75% of the 2005 construction program is expected to be internally funded. Importantly, ongoing growth in the Hawaii economy should allow the electric utility to generate relatively stable cash flows and the bank to maintain normal cash dividend levels (50% of its earnings) while still supporting its own business growth.

HEI has \$150 million of debt capacity remaining under a Rule 415 shelf registration. As of Dec. 31, 2004, proceeds of approximately

\$12 million from a previous sale of special purpose revenue bonds issued by the State of Hawaii's Department of Budget and Finance for the benefit of Hawaiian Electric remained undrawn.

#### ■ Outlook

The negative outlook reflects HEI's declining financial trend. Failure to strengthen key financial parameters, especially cash flow coverage of debt, a slump in the Hawaii economy, a punitive rate order, and/or an erosion in American Savings Bank's creditworthiness could lead to lower ratings. Conversely, credit supportive actions by the company as well as responsive rate treatment that would enable the company to produce FFO to total debt in the lower to mid-20s percentage range would lead to ratings stability.

#### ■ Ratings List

	To	From
Hawaiian Electric Industries Inc.		
Corporate credit rating	BBB/Negative/A-2	BBB/Stable/A-2
Senior unsecured debt	BBB	
Preferred Stock	BB+	
Commercial paper	A-2	
Hawaiian Electric Co. Inc.		
Corporate credit rating	BBB+/Negative/A-2	BBB+/Stable/A-2
Senior unsecured debt	BBB+	
Preferred stock	BBB-	
Commercial paper	A-2	
Maui Electric Co. Ltd.		
Corporate credit rating	BBB+/Negative/--	BBB+/Stable/--
Senior unsecured debt	BBB+	
Hawaii Electric Light Co. Inc.		
Corporate credit rating	BBB+/Negative/--	BBB+/Stable/--
Senior unsecured debt	BBB+	

Complete ratings information is available to subscribers of RatingsDirect, Standard & Poor's Web-based credit analysis system, at [www.ratingsdirect.com](http://www.ratingsdirect.com). All ratings affected by this rating action can be found on Standard & Poor's public Web site at [www.standardandpoors.com](http://www.standardandpoors.com); under Credit Ratings in the left navigation bar, select Find a Rating, then Credit Ratings Search.

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**UTILITIES**

Publication date: 22-Apr-2005 Primary Credit Analyst(s): Barbara A Eiseman, New York (1) 212-438-7666;  
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## **Research Update: Hawaiian Electric Industries And Utility Units Ratings Affirmed; Outlook Revised To Negative**

**Credit Rating:** BBB/Negative/A-2

### **Rationale**

On April 22, 2005, Standard & Poor's Ratings Services affirmed its 'BBB' corporate credit rating on Hawaiian Electric Industries Inc. (HEI) and its 'BBB+' corporate credit ratings on subsidiary Hawaiian Electric Co. Inc. and its units, Hawaii Electric Light Co. Inc. and Maui Electric Co. Ltd. At the same time, Standard & Poor's revised its outlook on the companies to negative from stable. The outlook revision reflects a declining trend in HEI's consolidated financial condition, despite the strong Hawaii economy and the company's efforts in recent years to strengthen capital structure balance. The company's financial metrics have been pressured owing to rising operating expenses, yet to be recovered investments, and the long-term lack of rate relief. Absent a supportive rate decision in Hawaiian Electric's pending rate case, prospective key financial metrics may not support a financial profile that is commensurate for the current ratings. The ratings on HEI are based on the consolidated credit profile of HEI's family of companies, which include the regulated electric utility Hawaiian Electric and its two utility subsidiaries (81% of core revenues and 64% of operating income as of Dec. 31, 2004) and the riskier financial services operations of subsidiary American Savings Bank FSB, which contributed 19% of core revenues and 39% of operating income as of Dec. 31, 2004. HEI has a satisfactory business profile and weak financial measures. The company's business position is characterized by limited competitive threats due to the utility's geographic isolation, nominal stranded-asset risk, an excellent fuel clause, and steady banking operations. American Savings Bank's consistent earnings are driven by net interest income from its low-cost deposit funding and low-risk earning-asset base. These strengths are tempered by Hawaii's tourism-driven economy, dependence on fuel oil, significant purchased-power obligations, and support of the somewhat riskier banking businesses. Hawaii's economy has been growing modestly during the past several years and is expected to grow by 3.1% after inflation in 2005. The visitor industry is Hawaii's largest economic driver and has recovered from the adverse effects of the 2001 terrorist attacks. Total visitor arrivals were up 8.3% in 2004. Domestic arrivals were well above record levels set in 2000 and international arrivals are starting to increase as the Japanese economy has returned to growth. Strength in key nontourism sectors, particularly real estate and the growing military commitment, coupled with low interest rates, have resulted in solid construction and real estate sales activity although future growth in real estate may slow with rising interest rates. Hawaii's future economic growth is expected to be tied primarily to the rate of expansion in the mainland U.S. and Japan economies and increased military spending, yet remains vulnerable to uncertainties in the world's geopolitical environment. Internal cash covered about 70% of HEI's capital program in 2004.

Research Update: Hawaiian Electric Industries And Utility Units Ratings Affirmed; Outlook Revised To Negative

Assuming no new capacity additions, (which may eventually be necessary to meet load growth on Oahu), internally generated funds should satisfy the bulk of construction expenditures for the next five years. Prospective construction outlays will focus predominantly on additions and improvements to transmission facilities, and to a lesser extent, on generation projects as well as energy solutions and customer-choice technologies. HEI's bondholder protection parameters are subpar for the current ratings. Although total debt to capital (adjusted for off-balance-sheet obligations, such as purchased-power contracts, quarterly income preferred securities, and Hawaiian Electric's \$50 million trust-originated preferred securities) had declined to 56% at Dec. 31, 2004 from 58% at the end of 2003, it is still liberal for a mid 'BBB' rating. Adjusted funds from operations (FFO) interest coverage is a mediocre 3.1x, which is at the lower end of the 'BBB' category benchmark. Adjusted FFO to total debt is just 16.1%, which is commensurate with noninvestment grade guideposts. However, with rate relief, tight cost controls, the impact on the company's earnings from continued expansion of Hawaii's economy, and HEI's other credit supportive actions, the company's overall financial condition should improve. Importantly, a responsive rate order from the Hawaii Public Utilities Commission with regard to Hawaiian Electric's pending rate case for a \$98.6 million (9.9%) rate hike is crucial to help lift the company's key financial measures to more appropriate levels for the ratings. Although there are no time restrictions for the commission to issue a final order, an interim decision is possible by the fourth quarter of 2005. Rate relief is needed to recover the costs of reliability investments made since 1995, which have included a number of transmission upgrades, the costs associated with a purchased-power contract, a new fuel oil pipeline, and costs to ensure the continuation and expansion of energy efficiency and conservation programs. **Short-term credit factors**

The short-term corporate credit and commercial paper ratings on HEI and Hawaiian Electric are 'A-2', incorporating solid liquidity and the ability to internally fund the bulk of dividends and capital expenditures in nearby years. HEI faces a manageable maturity schedule, with \$37 million due in December 2005. Hawaiian Electric has no maturing long-term debt until 2012. As of Dec. 31, 2004, HEI had \$12 million of cash and cash equivalents (excluding American Savings Bank's cash and cash equivalents). HEI and Hawaiian Electric had bank lines totaling \$80 million and \$110 million, respectively, at the end of 2004. Covenants in HEI's and Hawaiian Electric's lines require Hawaiian Electric to maintain a consolidated equity capitalization ratio (exclusive of short-term debt) of at least 35%. As of Dec. 31, 2004, Hawaiian Electric's consolidated common equity to capitalization ratio was 56%. Certain HEI lines of credit totaling \$20 million and \$45 million require the company to maintain a consolidated net worth, exclusive of intangible assets, of at least \$900 million and \$850 million, respectively, which at the end of December 2004 was \$1.1 billion. The line of credit agreements do not contain interest coverage ratio requirements. None of HEI's or Hawaiian Electric's lines contains material adverse change clauses or rating triggers that affect access to the lines of credit. HEI's capital outlays are expected to decline to about \$193 million in 2005 from around \$215 million in 2004. Roughly 75% of the 2005 construction program is expected to be internally funded. Importantly, ongoing growth in the Hawaii economy should allow the electric utility to generate relatively stable cash flows and the bank to maintain normal cash dividend levels (50% of its earnings) while still supporting its own business growth. HEI has \$150 million of debt capacity remaining under a Rule 415 shelf registration. As of Dec. 31, 2004, proceeds of approximately \$12 million from a previous sale of special purpose revenue bonds issued by the State of Hawaii's Department of Budget and Finance for the benefit of Hawaiian Electric remained undrawn. **Outlook**

The negative outlook reflects HEI's declining financial trend. Failure to strengthen key financial parameters, especially cash flow coverage of debt, a slump in the Hawaii economy, a punitive rate order, and/or an erosion in American Savings Bank's

Research Update: Hawaiian Electric Industries And Utility Units Ratings Affirmed; Outlook Revised To Negative

creditworthiness could lead to lower ratings. Conversely, credit supportive actions by the company as well as responsive rate treatment that would enable the company to produce FFO to total debt in the lower to mid-20s percentage range would lead to ratings stability. **Ratings List**

To From Hawaiian Electric Industries Inc. Corporate credit rating BBB/Negative/A-2  
BBB/Stable/A-2 Senior unsecured debt BBB Preferred Stock BB+ Commercial paper A-2  
Hawaiian Electric Co. Inc. Corporate credit rating BBB+/Negative/A-2 BBB+/Stable/A-2  
Senior unsecured debt BBB+ Preferred stock BBB- Commercial paper A-2 Maui  
Electric Co. Ltd. Corporate credit rating BBB+/Negative/- BBB+/Stable/- Senior  
unsecured debt BBB+ Hawaii Electric Light Co. Inc. Corporate credit rating  
BBB+/Negative/- BBB+/Stable/- Senior unsecured debt BBB+ Complete ratings  
information is available to subscribers of RatingsDirect, Standard & Poor's Web-based  
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Moody's Investors Service

Global Credit Research  
Liquidity Risk Assessment  
18 APR 2006

Liquidity Risk Assessment: Hawaiian Electric Industries, Inc.

Hawaiian Electric Industries, Inc.

Honolulu, Hawaii, United States

Broad Industry: Public Utility  
Specific Industry: Utility/Diversified Holding Company  
Short Term Rating: P-2 (Backed)

#### Contacts

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#### Opinion

Hawaiian Electric Industries, Inc.'s (HEI) Prime-2 short-term rating for commercial paper is supported by the stability of the company's core businesses Hawaiian Electric Company (HECO) and American Savings Bank (ASB), which provide a fairly stable earnings and cash flow stream for HEI. The utility benefits from being relatively insulated from competitive threats and operates in a growing service territory. ASB, while facing competition from other financial institutions that serve Hawaii, continues to provide a fairly predictable earnings stream for HEI. For the past three years, the utility's earnings, on average, represent the majority of HEI's consolidated earnings. For 2005, HECO represents about 53% of HEI's consolidated earnings, excluding any contributions from the holding company only level. HEI's future prospects are heavily influenced by Hawaii's economy, which is driven by tourism, the federal government (including the military), real estate, and construction.

For the past three years, on average, HEI's consolidated operations generated around \$234 million of operating cash flow annually, the bulk of which has been used for capital projects at the utility and to pay dividends to shareholders. Due to the growth in the Hawaiian economy, capital expenditures are expected to remain relatively high for the next several years. Timely and constructive regulatory support are important to maintaining HEI's current financial profile.

HEI relies on the dividends from HECO and ASB as its major source of internal cash flows. The subsidiaries' ability to pay dividends, however, is subject to certain regulatory restrictions. The utility is required to maintain a consolidated common equity ratio of no less than 35% in order to make distributions to the parent; ASB is required to file a notice with the Office of Thrift Supervision (OTS) 30 days prior to making any capital distributions to HEI.

Both HEI and HECO utilize short-term debt, principally commercial paper, to support normal operations and for other temporary requirements. From time to time, HECO also borrows short-term from HEI for itself and on behalf of its subsidiary utility companies, Hawaii Electric Light Company, Inc. (HELCO), and Maui Electric Company, Limited (MECO). Under intercompany arrangements, HECO can also borrow from or loan to HELCO and MECO on a short-term basis. During 2005, HEI had an average outstanding commercial paper balance of \$3 million and had \$6 million of commercial paper outstanding at year-end 2005, while HECO had an average outstanding commercial paper balance of \$95 million and had \$136 million outstanding at year-end.

On April 3, 2006, HEI entered into a five year \$100 million syndicated revolving unsecured credit agreement with eight financial institutions which expires on March 31, 2011. The revolving credit agreement does not contain any rating triggers that would affect access to the commitment and does not require MAC representation for borrowings. The credit facility contains two financial covenants requiring HEI to maintain a nonconsolidated Capitalization Ratio (Holding Company Only) of 50% or less and a Consolidated Net Worth of \$850 million. At December 31, 2005, HEI was comfortably in compliance with both financial covenants as HEI's Capitalization Ratio (Holding Company Only) was 26% and its Consolidated Net Worth was \$1.3 billion.

Also, on April 3, 2006, HEI entered into a \$75 million bilateral revolving unsecured credit agreement with Merrill Lynch Bank USA which expires on December 27, 2006. The terms and conditions of this credit agreement are substantially similar to HEI's \$100 million 5-year revolving unsecured credit agreement, and the financial covenants are identical to those in the five year syndicated revolver. The revolving credit agreement does not contain any rating triggers that would affect access to the commitment and does not require MAC representation

for borrowings. HEI intends to keep this bilateral agreement in place on an interim basis until permanent longer-term financing is arranged to refinance the \$100 million of Series C medium term notes that matured in 2006.

HEI's credit facilities, totaling \$175 million, replace four bilateral bank lines of credit that were expiring at various times during 2006. These bilaterals were terminated concurrently with the effectiveness of these new facilities.

Additionally, on April 3, 2006, HECO entered into a separate \$175 million syndicated revolving unsecured credit agreement with eight financial institutions. HECO's credit agreement has an initial term that expires on March 29, 2007, but its tenor will automatically extend to 5 years upon receipt of a multi-year financing order approval from the Public Utilities Commission of the State of Hawaii (PUC). HECO expects to file with the PUC in the second quarter of 2006 an application seeking approval to extend the termination date of this credit agreement from March 29, 2007, to March 31, 2011. The revolving credit agreement does not contain any rating triggers that would affect access to the commitment and does not require MAC representation for borrowings. The credit facility does contain a financial covenant requiring HECO to maintain a Consolidated Capitalization (equity) Ratio of not less than 35%. At December 31, 2005, HECO's Consolidated Capitalization Ratio was 53%. In addition, HELCO and MECO must maintain Consolidated Subsidiary Funded Debt to Capitalization Ratios of not more than 65%. At December 31, 2005, the Consolidated Funded Debt to Capitalization Ratios were 48% for HELCO and 44% for MECO.

The newly established \$175 million credit facility at HECO will be maintained to support the issuance of commercial paper, but also may be drawn for capital expenditures and general corporate purposes at the utility. This facility replaces HECO's six bilateral bank lines of credit totaling \$180 million, all of which were terminated concurrently with the effectiveness of the new syndicated facility.

In January 2005, the Department of Budget and Finance of the State of Hawaii issued \$47 million of 4.80% Special Purpose Revenue Bonds (SPRB) due 2025 for the benefit of HECO, HELCO, and MECO, who collectively refunded a similarly sized, higher coupon SPRB. In May 2005, up to \$160 million of SPRBs (\$100 million for HECO, \$40 million for HELCO, and \$20 million for MECO) were authorized by the Hawaii legislature for issuance through June 30, 2010 to finance electric utility capital improvement programs.

In December 2005, the utilities filed an application with the PUC for approval to issue up to \$165 million in taxable unsecured notes (up to \$100 million for HECO, up to \$50 million for HELCO and up to \$15 million for MECO). If approved, the proceeds from the issue will be used to fund capital expenditures and/or to repay short-term borrowings incurred for capital expenditures or to refinance short-term borrowings used for capital expenditures.

As of December 31, 2005, \$96 million of debt, equity, or other security could be offered under HEI's shelf registration and an additional \$150 million could be offered by HEI under its registered medium note program.

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Moody's Investors Service

Global Credit Research  
Liquidity Risk Assessment  
18 APR 2006

Liquidity Risk Assessment: Hawaiian Electric Company, Inc.

Hawaiian Electric Company, Inc.

Honolulu, Hawaii, United States

Broad Industry: Public Utility  
Specific Industry: Integrated Electric Utility  
Short Term Rating: P-2 (Backed)

#### Contacts

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#### Opinion

Hawaiian Electric Company Inc.'s (HECO) Prime-2 short-term rating for its commercial paper program is supported by the relative stability of the utility business, which is relatively insulated from competitive threats, and which continues to experience strong growth.

During 2005, HECO's utility operations generated approximately \$185 million of cash from operations which satisfied about 69% of the company's cash needs for capital expenditures and the payment of dividends to the parent. Gross capital expenditures for the next few years are expected to remain at around \$200 million per year and be primarily for investment for growth and reliability. While HECO has principally issued short-term debt to finance its external funding requirements, HECO's parent, Hawaiian Electric Industries, Inc. (HEI) issued about \$100 million of common equity during 2004 to strengthen the company's capital structure. Given the size of the capital program, timely and constructive regulatory support are important for maintaining the company's current financial profile.

Both HEI and HECO utilize short-term debt, principally commercial paper, to support normal operations and for other temporary requirements, and from time to time, HECO also borrows short-term from HEI for itself and on behalf of its subsidiary utility companies, Hawaii Electric Light Company, Inc. (HELCO), and Maui Electric Company, Limited (MECO). Under intercompany arrangements, HECO can also borrow from or loan to HELCO and MECO on a short-term basis. During 2005, HECO had an average outstanding commercial paper balance of \$85 million and had \$138 million of commercial paper outstanding at December 31, 2005. HECO has no debt sinking fund redemptions during the next twelve months and the earliest maturity of its existing debt occurs in 2012.

On April 3, 2006, HECO entered into a separate \$175 million syndicated revolving unsecured credit agreement with eight financial institutions. HECO's credit agreement has an initial term that expires on March 29, 2007, but its tenor will automatically extend to 5 years upon receipt of a multi-year financing order approval from the Public Utilities Commission of the State of Hawaii (PUC). HECO expects to file with the PUC in the second quarter of 2006 an application seeking approval to extend the termination date of this credit agreement from March 29, 2007, to March 31, 2011. The revolving credit agreement does not contain any rating triggers that would affect access to the commitment and does not require MAC representation for borrowings. The credit facility does contain a financial covenant requiring HECO to maintain a Consolidated Capitalization (equity) Ratio of not less than 35%. At December 31, 2005, HECO's Consolidated Capitalization Ratio was 53%. In addition, HELCO and MECO must maintain Consolidated Subsidiary Funded Debt to Capitalization Ratios of not more than 85%. At December 31, 2005, the Consolidated Funded Debt to Capitalization Ratios were 48% for HELCO and 44% for MECO.

The newly established \$175 million credit facility at HECO will be maintained to support the issuance of commercial paper, but also may be drawn for capital expenditures and general corporate purposes at the utility. This facility replaces HECO's six bilateral bank lines of credit totaling \$180 million, all of which were terminated concurrently with the effectiveness of the new syndicated facility.

Also on April 3, 2006, HEI entered into a five year \$100 million syndicated revolving unsecured credit agreement with eight financial institutions which expires on March 31, 2011, and a \$75 million bilateral revolving unsecured credit agreement with Merrill Lynch Bank USA which expires on December 27, 2006. The terms and conditions of



both credit agreements are substantially similar. Both revolving credit agreements do not contain any rating triggers that would affect access to the commitments and both credit agreements do not require MAC representation for borrowings. Both credit facilities contain two financial covenants requiring HEI to maintain a nonconsolidated Capitalization Ratio (Holding Company Only) of 50% or less and a Consolidated Net Worth of \$850 million. At December 31, 2005, HEI was comfortably in compliance with both financial covenants as HEI's Capitalization Ratio (Holding Company Only) was 26% and its Consolidated Net Worth was \$1.3 billion.

HEI's credit facilities, totaling \$175 million, replaced four bilateral bank lines of credit that were to expire at various times during 2006. These bilaterals were terminated concurrently with the effectiveness of these new facilities. HEI intends to keep the \$75 million bilateral agreement in place on an interim basis until permanent longer-term financing is arranged to refinance the \$100 million of HEI Series C medium term notes that matured in 2006.

In May 2005, up to \$180 million of SPRBs (\$100 million for HECO, \$40 million for HELCO, and \$20 million for MECO) were authorized by the Hawaii legislature for issuance through June 30, 2010 to finance electric utility capital improvement programs. In December 2005, the utilities filed an application with the PUC for approval to issue up to \$165 million in taxable unsecured notes (up to \$100 million for HECO, up to \$50 million for HELCO and up to \$15 million for MECO). If approved, the proceeds from the issue will be used to fund capital expenditures and/or to repay short-term borrowings incurred for capital expenditures or to refinance short-term borrowings used for capital expenditures.

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Moody's Investors Service

Global Credit Research  
Liquidity Risk Assessment  
8 SEP 2005

**Liquidity Risk Assessment:** Hawaiian Electric Industries, Inc.

**Hawaiian Electric Industries, Inc.**

**Honolulu, Hawaii, United States**

<b>Broad Industry:</b>	Public Utility
<b>Specific Industry:</b>	Utility/Diversified Holding Company
<b>Short Term Rating:</b>	P-2 (Backed)

**Contacts**

<b>Analyst</b>	<b>Phone</b>
A.J. Sabatello/New York	1.212.553.1853
Laura Schumacher/New York	
Daniel Gates/New York	

**Opinion**

Hawaiian Electric Industries, Inc.'s (HEI) Prime-2 short-term rating for commercial paper is supported by the stability of the company's core businesses Hawaiian Electric Company (HECO) and American Savings Bank (ASB), which provide a fairly stable earnings and cash flow stream for HEI. The utility benefits from being relatively insulated from competitive threats and operates in a growing service territory. ASB, while facing competition from other financial institutions that serve Hawaii, continues to provide a fairly predictable earnings stream for HEI. For the past three years, the utility's earnings, on average, have represented about 70% of HEI's consolidated earnings. HEI's future prospects are heavily influenced by Hawaii's economy, which is driven by tourism, the federal government (including the military), real estate, and construction.

For the past three years, HEI's consolidated operations generated around \$250 million of operating cash flow, the bulk of which has been used for capital projects at the utility and to pay dividends to shareholders. Due to the growth in the Hawaiian economy, capital expenditures are expected to remain relatively high for the next several years. Timely and constructive regulatory support are important to maintaining HEI's current financial profile.

During 2004, HEI issued about \$100 million of common equity to strengthen the company's capital structure. At June 30, 2005 an additional \$96 million of debt, equity, or other security could be offered under HEI's shelf registration and an additional \$150 million could be offered by HEI under its registered medium note program.

Both HEI and HECO utilize short-term debt, principally commercial paper, to support normal operations and for other temporary requirements, and from time to time, HECO also borrows short-term from HEI for itself and on behalf of its subsidiary utility company, Hawaiian Electric Light Company, Inc. (HELCO), and Maui Electric Company (MECO). Under the intercompany arrangements, HECO can also borrow from or loan to HELCO and MECO on a short-term basis. During the first six months of 2005, HEI had an average outstanding commercial paper balance of \$1 million and had \$4 million of commercial paper outstanding at June 30, 2005. During the first six months of 2005, HECO had an average outstanding commercial paper balance of \$93 million and had \$123 million of commercial paper outstanding at June 30, 2005.

HEI maintains bank lines of credit totaling \$80 million, of which \$45 million expires in 2005 and \$35 million expires in 2006. None of the HEI lines of credit agreements contain "material adverse change" clauses that would affect access to the lines of credit in the event of a ratings downgrade or other material adverse events. At June 30, 2005, the lines were unused.

HECO maintains bank lines of credit totaling \$180 million, all of which expire in 2006. None of the lines of credit at HECO have rating triggers or provisions which would cause borrowing costs to change in the event of a rating change. Further, none of HECO's line of credit agreements contain "material adverse change" clauses that would affect access to the lines of credit in the event of a ratings downgrade or other material adverse events. At June 30, 2005, the lines were unused.

In January 2005, the Department of Budget and Finance of the State of Hawaii (DBF Hawaii) issued \$47 million of 4.80% Special Purpose Revenue Bonds (SPRB) due 2025 for the benefit of HECO, HELCO, and MECO, who collectively refunded a similarly sized, higher coupon SPRB.

As of June 30, 2005, approximately \$6 million of proceeds from the sale by DBF Hawaii of Series 2002A SPRBs issued for the benefit of HECO remain undrawn. In May 2005, up to \$160 million of SPRBs (\$100 million for HECO, \$40 million for HELCO, and \$20 million for MECO) were authorized by the Hawaii legislature for issuance through June 30, 2010 to finance electric utility capital improvement programs.

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Moody's Investors Service

Global Credit Research  
Liquidity Risk Assessment  
6 SEP 2005

**Liquidity Risk Assessment:** Hawaiian Electric Company, Inc.

**Hawaiian Electric Company, Inc.**

**Honolulu, Hawaii, United States**

<b>Broad Industry:</b>	Public Utility
<b>Specific Industry:</b>	Integrated Electric Utility
<b>Short Term Rating:</b>	P-2 (Backed)

**Contacts:**

<b>Analyst</b>	<b>Phone</b>
A.J. Sabatella/New York	1.212.553.1653
Laura Schumacher/New York	
Daniel Gates/New York	

**Opinion:**

Hawaiian Electric Company Inc.'s (HECO) Prime-2 short-term rating for commercial paper program is supported by the relative stability of the utility business, which is relatively insulated from competitive threats, and which continues to experience strong growth.

During 2004, HECO's utility operations generated approximately \$170 million of cash from operations which satisfied about 85% of the company's capital requirements, including capital expenditures and the payment of dividends. Through the 12-month period ending June 30, 2005, HECO's utility operations generated about \$150 million of cash from operations representing nearly two-thirds of the company's capital requirements. Due to the kwh growth experienced by HECO, principally related to new customer additions and infrastructure investments, HECO's capital expenditures reached \$200 million during 2004. Capital expenditures for the next few years are expected to remain at similar levels due to these growth requirements. While HECO has principally utilized short-term debt to finance any remaining requirements, HECO, parent, Hawaiian Electric Industries, Inc. (HEI) issued about \$100 million of common equity during 2004 to strengthen the company's capital structure. Given the size of the capital program, timely and constructive regulatory support are important to maintaining the company's current financial profile.

Both HEI and HECO utilize short-term debt, principally commercial paper, to support normal operations and for other temporary requirements, and from time to time, HECO also borrows short-term from HEI for itself and on behalf of its subsidiary utility company, Hawaiian Electric Light Company, Inc. (HELCO), and Maui Electric Company (MECO). Under the intercompany arrangements, HECO can also borrow from or loan to HELCO and MECO on a short-term basis. During the first six months of 2005, HECO had an average outstanding commercial paper balance of \$93 million and had \$123 million of commercial paper outstanding at June 30, 2005. HEI had \$4 million of commercial paper outstanding at June 30, 2005. HECO has no mandatory debt redemptions during the next twelve months and the earliest maturity of its existing debt occurs in 2012.

HECO maintains bank lines of credit totaling \$180 million, all of which expire in 2006. None of the lines of credit at HECO have rating triggers or provisions which would cause borrowing costs to change in the event of a rating change. Further, none of HECO's line of credit agreements contain "material adverse change" clauses that would affect access to the lines of credit in the event of a ratings downgrade or other material adverse events. At June 30, 2005, the lines were unused.

HEI maintains bank lines of credit totaling \$80 million, of which \$45 million expires in 2005 and \$35 million expire in 2006. None of the HEI lines of credit agreements contain "material adverse change" clauses that would affect access to the lines of credit in the event of a ratings downgrade or other material adverse events. At June 30, 2005, the lines were unused.

In January 2005, the Department of Budget and Finance of the State of Hawaii (DBF Hawaii) issued \$47 million of 4.80% Special Purpose Revenue Bonds (SPRB) due 2025 for the benefit of HECO, HELCO, and MECO, who collectively refunded a similarly sized, higher coupon SPRB.

As of June 30, 2005, approximately \$6 million of proceeds from the sale by DBF Hawaii of Series 2002A SPRBs issued for the benefit of HECO remain undrawn. In May 2005, up to \$180 million of SPRBs (\$100 million for

HECO, \$40 million for HELCO, and \$20 million for MECO) were authorized by the Hawaii legislature for issuance through June 30, 2010 to finance electric utility capital improvement programs.

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From: Elseman, Barbara [mailto:barbara\_elseman@standardandpoors.com]  
Sent: Friday, August 11, 2006 3:49 AM  
To: Kimura, Shelee  
Subject: RE: HEI MTN bulletin

Hi Shelee,  
Here is the release.  
Regards,  
Barbara

On Aug. 4, 2006, Standard & Poor's Ratings Services assigned its 'BBB' rating to diversified energy company Hawaiian Electric Industries Inc.'s (HEI) \$100 million medium-term series D notes, that were previously filed under a Rule 415 shelf registration. Proceeds will be used to reduce short-term debt.

The outlook is negative.

The ratings on HEI are based on the consolidated credit profile of HEI's units, which include the electric utility, Hawaiian Electric Co. Inc. and its two utility subsidiaries (82% of core revenues and 61% of operating income as of Dec. 31, 2005) and the riskier financial services operations of American Savings Bank FSB (18% of core revenues and 39% of operating income). Standard & Poor's does not accord any credit uplift to American Savings Bank as a result of its affiliation with HEI.

HEI's financial condition remains somewhat weak for the rating despite the strong Hawaiian economy and the company's efforts in recent years to strengthen its capital structure. Financial metrics have been pressured owing to rising operating and maintenance expenses, increasing capital outlays, and the prolonged lack of rate relief. Absent a responsive final rate order in Hawaiian Electric's pending rate case, prospective key financial metrics may not support a financial profile that is commensurate with the current ratings.

HEI and Hawaiian Electric have satisfactory business profiles of '6' and '5', respectively, (business profiles are ranked from '1' (excellent) to '10' (vulnerable)) and somewhat weak financial measures. HEI's business position is characterized by limited competitive threats due to the utility's geographic isolation, nominal stranded-asset risk, an excellent fuel clause, and steady banking operations. The bank's consistent earnings are driven by net interest income from its low-cost deposit funding and low-risk earning-asset base. These strengths are tempered by Hawaii's economic dependence on a limited number of industries, reliance on fuel oil, significant purchased power obligations, and support of the somewhat riskier banking businesses. Hawaiian Electric's business profile is slightly stronger than that of the parent due to the absence of nonutility operations.

A responsive final rate order from the Hawaii Public Utilities Commission (PUC) with regard to Hawaiian Electric's pending rate case is crucial to help lift key financial measures to more appropriate levels for the ratings. In September 2005, the PUC issued an interim net rate hike of \$41.1 million (3.3%) that is marginally supportive of current ratings. If the amount collected under the interim increase exceeds the amount of the

8/14/2006

increase ultimately approved in the PUC's final decision and order, the company must refund the excess to its ratepayers with interest. A final order that closely mirrors the interim ruling appears to be sufficient to lift key financial metrics to levels that are marginally suitable for Standard & Poor's guideposts for the 'BBB' rating category. There are no time restrictions in which the PUC must issue a final order.

Of some concern is Act 162, a new law which appears to confirm, in light of the legislature's interest in promoting renewable energy, the authority the PUC already has with respect to the fuel adjustment clause. Although there seems to be no opposition to continuation of the clause by parties to the rate case, a material change in the operation of the fuel adjustment clause mechanism would harm the company's financial condition and detract from its currently satisfactory business profile.

Hawaii's economy grew by about 3.2% in 2005, and is expected to grow by 3.0% in 2006. Military and federal government spending remains strong as the U.S. Department of Defense has moved military assets to Hawaii. Tourism is also a significant component of the Hawaii economy and set a record for arrivals in 2005, with visitor days up 6.6%. Strength in key nontourism sectors, particularly real estate and the growing military commitment, coupled with low interest rates, have resulted in solid construction and real estate sales activity although future growth in real estate may slow with rising interest rates. Hawaii's economic growth is expected to be tied primarily to the rate of expansion in the mainland U.S. and Japan economies and increased military spending, yet remains vulnerable to uncertainties in the world's geopolitical environment.

Hawaiian Electric's projected capital outlays in 2006-2010 will focus predominantly on additions and improvements to transmission and distribution facilities (approximately 51%) and on generation projects (approximately 41%). The balance is for general plant, energy solutions, and customer-choice technologies. Internally generated cash is expected to satisfy the bulk of construction expenditures for that period.

HEI has certain bondholder protection metrics that are subpar for the current ratings. In this regard, total debt to capital (adjusted for off-balance-sheet obligations, such as purchased-power contracts and trust-originated preferred securities) and funds from operations (FFO) to total debt are somewhat weak at about 56% and 19%, respectively. Adjusted FFO interest coverage remains healthy at roughly 4.0x. Accordingly, a supportive final rate order, continued tight cost controls, improved earnings, and credit supportive actions by management will be required to lift the company's overall financial profile to more suitable levels.

#### *Short-term credit factors*

The short-term corporate credit and commercial paper ratings on HEI and Hawaiian Electric are 'A-2', incorporating solid liquidity, a manageable maturity ladder, and the ability to internally fund a large portion of dividends and capital expenditures in nearby years.

On April 3, 2006, HEI entered into a new five-year \$100 million unsecured revolving credit facility and a \$75 million unsecured bilateral revolver which terminates on Dec. 27, 2006. The covenants require HEI to maintain a nonconsolidated capitalization ratio of 50% or less and consolidated net worth of \$850 million. The company is comfortably in

compliance with these covenants. HEI used the new facilities to support the issuance of commercial paper to refinance its \$100 million of medium-term notes which matured on April 10, 2006. Standard & Poor's expects that the company will permanently fund the maturity in the foreseeable future.

On April 3, 2006, Hawaiian Electric also entered into a new \$175 million revolver that expires on March 29, 2007, but will automatically extend to five years if the longer-term agreement is approved by the PUC. Pursuant to the agreement, the company must maintain a consolidated common stock equity to capitalization ratio of at least 35%, with which the company is compliance.

Both HEI's and Hawaiian Electric's facilities support the issuance of CP, but may also be drawn for general corporate purposes. Hawaiian Electric's facility may also be drawn for capital expenditures. The facilities do not contain interest coverage ratio requirements, material adverse change clauses nor rating triggers. As of May 1, 2006, both HEI's and Hawaiian's credit facilities were undrawn.

HEI has a manageable maturity ladder, with just \$10 million coming due in 2007. Hawaiian Electric has no maturing long-term debt until 2012. As of March 31, 2006, HEI had \$3.4 million of cash and cash equivalents (excluding American Savings Bank's cash and cash equivalents).

Standard & Poor's expects nearly 80% of Hawaiian Electric's 2006 construction program to be internally funded. Importantly, ongoing growth in the Hawaii economy should allow the electric utility to generate relatively stable cash flows and the bank to maintain normal cash dividend levels (54% of its earnings) while still supporting its own business growth. In June 2006, the bank reached its current target core capital ratio of 7.5%. Accordingly, it will begin to pay nearly all of its earnings as dividends to HEI.

After the issuance of the \$100 million in notes, HEI has \$50 million of debt capacity remaining under a Rule 415 shelf registration and \$96 million remains on an omnibus shelf registration.

## Outlook

The negative outlook on HEI reflects the company's subpar financial condition relative to the rating level. Failure to strengthen key financial parameters, especially cash flow coverage of debt, a slump in the Hawaiian economy, a punitive final rate order, and, although not expected, a major erosion in American Savings Bank's creditworthiness could lead to lower ratings. Conversely, credit-supportive actions by the company as well as responsive rate treatment would lead to ratings stability.

Hawaiian Electric Industries Inc.

Corporate credit rating

BBB/Negative/A-2

New Rating

\$100 mil medium-term nts

BBB





CA-IR-206

Please provide copy of all reports prepared by security analysts that describe Hawaiian Electric Industries, Inc. for the period 2001 to the present.

HELCO Response:

Please refer to HECO's responses filed in CA-IR-103 and CA-RIR-7 of Docket No. 04-0113 (HECO's 2005 Test Year Rate Case) for the reports prepared by security analysts that evaluate HEI for the period 2001 to 2004. The requested information for reports by security analysts that describe HEI for the period 2005 to the present that we are aware of is voluminous and is available for inspection at HECO's Regulatory Affairs Division office, Suite 1301, Central Pacific Plaza, 220 South King Street, Honolulu, Hawaii. Please contact Dean Matsuura at 543-4622 to make arrangements to inspect the requested information.

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# Hawaiian Electric Industries

Electric Utilities

Equity Research Recent Development Report

Analyst: Douglas A. Fischer, CFA  
314-955-3501  
Associate: Andrew Pusateri

## HOLD/CONSERVATIVE



Symbol: HE Dividend: \$1.24  
Exchange: NYSE Yield: 4.6%  
Recent Price: \$26.92 Price Objective: NA

## FUNDAMENTAL DATA

	Fiscal Year Ends Dec		
	2005A	2006E	2007E
EPS:	\$1.57	\$1.65	NA
P/E:	NA	16.3X	NA
ROE:	NA	11.0%	NA

## 1Q'06 EPS Higher Than Expected on Flat Utility O&M

- 1Q'06 EPS of \$0.40 exceeded the average estimate of \$0.37 due to flat Utility O&M. We expect full year O&M to increase.
- Our 2006 EPS estimate of \$1.65 has upside potential, in our view, but we believe it is too early in the year to make an adjustment.
- HE shares trade above our fair value estimate of \$23.50 but are rated HOLD due to high current 4.6% dividend yield.

Est. 5-Year EPS CAGR	3.0%
Est. 5-Year Div. CAGR	NA
Book Value Per Share	\$15.02
Price/Book Value	1.8X
Common Equity/Capital	12.2%
Dividend Opinion	2
S&P Debt Rating	BBB
Market Cap (\$mil.)	\$2,181
Shares Outstanding (mil.)	81

## AGE Lists:

Disclosure Information: Please refer to the last two pages of this report for important disclosure information.



**1Q'06 Earnings Higher than Expected on Flat Utility O&M**

After the close of the market on May 1, Hawaiian Electric Industries reported first quarter 2006 earnings of \$32.3 million or \$0.40 per share. This was above the average analyst estimate of \$0.37 per share and the year ago EPS of \$0.30; however, it was only modestly above first quarter 2004 earnings of \$30.9 million or \$0.40 per share.

Electric Utility net income was \$21.0 million, up from the year ago quarter, but again, only slightly above first quarter 2004 earnings of \$20 million. Higher kilowatt-hour sales and the Oahu interim rate increase effective in late September 2005 drove the earnings increase over first quarter 2005 results. Earnings at the utility were helped by flat other operating and maintenance (O&M) expense. For the full year, we expect an increase in O&M.

Bank net income was \$16.8 million compared to \$17.8 million for the year ago quarter. First quarter 2005 results included a \$3.1 million reversal of allowance for loan losses. There was no such reversal in 2006. Net interest margin was 3.29% for the quarter compared with 3.36% for the first quarter of 2005. The lower net interest margin was due to lower interest income on mortgage-related securities compared to the same period last year.

The Holding and Other Companies' results were \$(5.5) million for the quarter versus \$(6.1) million in the year ago quarter. The \$0.6 million increase was primarily due to lower general and administrative expenses.

**2006 Estimate May Have Upside**

We are maintaining our 2006 EPS estimate of \$1.65 versus 2005 EPS of \$1.57 from continuing operations. While the 2006 number may have upside potential given the moderately better than expected first quarter results it is still early in the year and we would like to see at least another quarter of Bank earnings before considering an increase. We continue to project higher Utility earnings on the strength of the Oahu rate increase but look for relatively flat Bank results assuming the absence of 2005's \$3.1 million reversal of allowance for loan losses.

**We Rate Shares HOLD**

Shares closed at \$26.92 on May 2. Although HE trades above our fair value estimate of approximately \$23.50 (detailed below), shares provide a high 4.6% current yield on a dividend we consider secure so we maintain our HOLD rating. The electric utility provides relatively stable earnings power, hence our conservative suitability rating, with the potential for earnings growth from rate increases related to reinvestment investment in the business.



**Valuation:**

We estimate the fair value of HE's shares at approximately \$23.50 using an average of a relative and a more absolute valuation measure: (1) our sum-of-the-parts valuation is approximately \$26 based on P/E ratios of comparable utilities and banks and (2) our dividend discount valuation is approximately \$21 using a 5.2% risk-free rate of return, a 3.0% equity risk premium and an estimated 3% long-term earnings and dividend growth rate.

**Risks to Valuation:**

The chief investment risks to our fair value estimate are related to interest rates, in our view. A sustained flat yield curve would likely hurt bank earnings and higher interest rates, especially higher long-term rates, could reduce the relative attractiveness of HE's dividend to investors.

**Company Description:**

HE is a holding company whose principal businesses are electric utility operations, which earned \$73 million in 2005, and a bank, which earned \$65 million. The holding and other companies lost \$10 million primarily as a result of financing expenses offset by investment gains. Hawaiian Electric Company and its operating subsidiaries, Maui Electric Company and Hawaiian Electric Light Company, provide electricity to approximately 93% of the state's population. American Savings Bank is the third largest financial institution in the state based on asset size.



**SUMMARY OF EPS CHANGES**

Fiscal Year Ends Dec

EPS	2005A	2006E	Prior	2007E	Prior	2008E	Prior
Qtr1	\$0.30	\$0.40A	E				
Qtr2	\$0.35	\$0.38					
Qtr3	\$0.46						
Qtr4	\$0.46						
Year	\$1.57	\$1.65					
P/E		16.3X					

**SELECTED FINANCIAL STATISTICS**

(DOLLARS IN MILLIONS EXCEPT PER SHARE)

Fiscal Year Ends Dec	2001	2002	2003	2004	2005	CAGR (%)	2006E	2007E	2008E
Revenues	\$1727	\$1654	\$1781	\$1924	\$2216		\$2095		
Net Income	108	118	118	108	127		134		
Cash Earnings	237	234	239	233					
Shares Outstanding	68	73	75	80	81		81		
Earnings Per Share	1.59	1.62	1.57	1.61	1.57		1.65		
Dividends Per Share	1.24	1.24	1.24	1.24	1.24		1.24		
Price Range (High)	21	25	24	29	30				
Price Range (Low)	17	17	19	23	25				
P/E Range (High)	13	15	15	18	19				
P/E Range (Low)	11	10	12	14	16				
Return on Equity (%)	12.2	11.9	11.0	10.9			11.0		

CAGR - Compound Annual Growth Rate

Cash Earnings - Net Income plus goodwill amortization

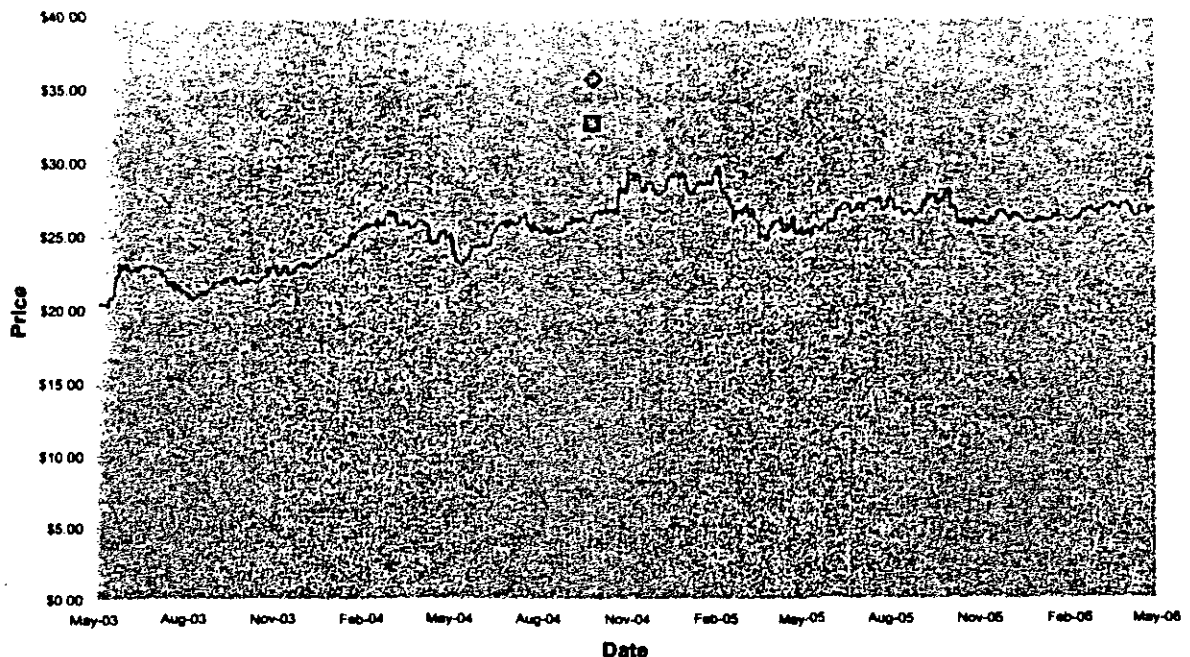
Dividend Opinions: 1 - Secure with growth; 2 - Secure with little or no growth; 3 - Secure intermediate term, might not be secure long term; 4 - Not secure

**SELECTED BALANCE SHEET DATA**

(DOLLARS IN MILLIONS)

December 31, 2005

Cash and Investments	\$152	Accounts Payable	\$183
Accounts Receivable, Net	\$249	Short-term Debt/Current Maturities	\$142
Other Current Assets	\$2,687	Other Current Liabilities	\$6,180
<b>Total Current Assets</b>	<b>\$3,088</b>	<b>Total Current Liabilities</b>	<b>\$6,505</b>
Property, Plant, and Equipment, Net	\$2,543	Long-term Debt	\$1,143
Long-term Investments	\$3,664	Deferred Income Taxes	\$208
Intangible Assets, Net	\$90	Other Liabilities	\$879
Other Assets	\$567	Shareholders' Equity	\$1,217
<b>Total Assets</b>	<b>\$9,952</b>	<b>Total Liabilities and Shareholders' Equity</b>	<b>\$9,952</b>



Pricing sources: Factset and IDS

- Daily Closing Prices
- ▲ Price Objective Changes
- Rating/Suitability Changes
- Analyst Coverage Changes

**PRICE OBJECTIVE (PO) CHANGES \***

Date	Closing Price	PO	Date	Closing Price	PO	Date	Closing Price	PO
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\* NA: Positive rating removed; no price objective supplied.

**RATING/SUITABILITY CHANGES**

Date	Closing Price	Rating/Suitability	Date	Closing Price	Rating/Suitability
09/28/2004	28.47	Hold/Conservative			

**ANALYST COVERAGE CHANGES**

Analyst	From	To	Analyst	From	To
Douglas A. Fischer	09/28/2004				



Rating	Master List Companies	Current Rating Distribution	Past 12 months	
			Investment Banking Clients	% of Investment Banking Clients *
Buy	285	39%	49	17%
Hold/Neutral	430	59%	31	7%
Sell	17	2%	0	0%

\* Percentage of Investment Banking Clients on Master List by rating.

**OUR 3-TIER RATING SYSTEM (12-18 month time horizon)**

**Buy:** A total return is anticipated in excess of the market's long-term historic rate (approximately 10%). Total return expectations should be higher for stocks which possess greater risk.

**Hold:** Hold the shares, with neither a materially positive total return nor a materially negative total return is anticipated.

**Sell:** Stock should be sold, as a materially negative total return is anticipated.

**RISK SUITABILITY** (Relates to fundamental risk, including earnings predictability, balance sheet strength and price volatility)

**Conservative:** Fundamental risk approximates or is less than the market.

**Aggressive:** Fundamental risk is higher than the market.

**Speculative:** Fundamental risk is significantly higher than the market.

The suitability ratings assigned by A.G. Edwards industry analysts to individual securities should be reviewed by investors and their financial consultants to determine whether a particular security is suitable for their portfolio, with full consideration given to existing portfolio holdings.

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The subject company is or was a client of AGE during the past 12 months for non-investment banking securities-related services and analyst is aware of same.

The views expressed in this research report accurately reflect my personal views about the subject company and its securities.

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FEBRUARY 03, 2006



# Hawaiian Electric Industries

Electric Utilities

Equity Research Recent Development Report

Analyst: Douglas A. Fischer, CFA  
314-955-3501  
Associate: Andrew Pusateri

## HOLD/CONSERVATIVE



Symbol: HE Dividend: \$1.24  
Exchange: NYSE Yield: 4.8%  
Recent Price: \$26.00 Price Objective: NA

## FUNDAMENTAL DATA

	Fiscal Year Ends Dec		
	2005A	2006E	2007E
EPS:	\$1.57	\$1.65	NA
P/E:	NA	15.8X	NA
ROE:	NA	11.0%	NA

## 4Q 2005 Results In Line With General Expectations But We Lower Our 2006 Estimate

- On Jan. 30, HE reported 4Q 2005 EPS of \$0.46, close to the average estimate of \$0.45.
- 4Q utility results were boosted by Oahu rate increase, as expected.
- 4Q bank results were boosted by increase in net interest margin to 3.41% from 3.10% a year ago reflecting growth in commercial and commercial real estate loans.
- Holding and other companies' loss narrowed due to previously disclosed \$0.11 gain on sale of interest in Georgia power plant.
- We have lowered our 2006 EPS estimate to \$1.65 from \$1.75 to reflect higher operations, maintenance and retirement benefits expense estimates, costs that are not being fully recovered in rates due to regulatory lag.
- Shares trade above our updated fair value estimate of \$23 but are rated HOLD due to high 4.8% yield.

Est. 5-Year EPS CAGR	3.0%
Est. 5-Year Div. CAGR	NA
Book Value Per Share	\$14.98
Price/Book Value	1.7X
Common Equity/Capital	12.2%
Dividend Opinion	2
S&P Debt Rating	BBB
Market Cap (\$mil.)	\$2,106
Shares Outstanding (mil.)	81

## AGE Lists:

Disclosure Information: Please refer to the last two pages of this report for important disclosure information.



#### **4Q Earnings Close to Average Estimate**

On January 30, HE released fourth quarter 2005 earnings of \$37.5 million or \$0.46 per share (basic and diluted), slightly above the average estimate of \$0.45. Fourth quarter 2004 earnings were \$24.8 million or \$0.31 per share.

Utility income was up, \$18.2 million versus \$13.2 million a year ago, primarily reflecting an interim rate increase granted in September 2005 for the Oahu utility, which increased revenues by \$10 million. Kilowatt-hour sales were even compared to the fourth quarter of last year despite customer growth as a result of cooler and less humid weather. Other operation and maintenance expenses were \$2.9 million lower than in the fourth quarter of 2004 reflecting, in part, unusually high expenses in the year ago period.

Fourth quarter bank net income rose to \$17.7 million versus \$16.7 million a year ago. Net interest income rose \$3.8 million reflecting higher loans and deposits and an increase in the net interest margin to 3.41% from 3.10% as the yields on loans and mortgage-related securities increased more than the cost of the bank's liabilities.

The holding and other companies' results from continuing operations were \$1.7 million in the fourth quarter of 2005 versus \$(5.1) million for the same quarter in 2004 primarily due to a realized gain on the sale of an interest in a coal-fired electric generating plant in Georgia, net of taxes, of \$9.0 million or \$0.11 per share, partially offset by an unrealized net of tax loss of \$1.3 million or \$0.02 per share on held-for-sale investment securities.

Full year 2005 diluted EPS from continuing operations were \$1.57 versus our estimate of \$1.50 and an estimate range of \$1.45 to \$1.60, but the lower end of the estimate range may have excluded the \$0.11 gain on the sale of the Georgia plant that was in the \$1.57 number. Our estimate included the gain. 2004 operating EPS were \$1.63 after adding back \$0.25 for an unfavorable one-time tax ruling. Electric utility net income was \$72.8 million in 2005 versus \$81.2 million in 2004. Other operation and maintenance expenses increased \$15.8 million and \$4.9 million year-over-year respectively, and depreciation expense was \$8.0 million higher, largely due to plant additions.

At the bank, the full year net interest margin rose to 3.29% despite rising short-term interest rates and a flattened yield curve. Yields on assets grew as the bank diversified its assets into shorter-maturity higher-yielding loans. Business commercial lending and commercial real estate have made a significant contribution to the growth and diversification of the loan portfolio. In addition, deposits grew 6% in 2005, allowing the bank to replace some higher cost wholesale borrowings with these lower-cost deposits. By the fourth quarter, deposits were no longer growing due to higher short term rates. The bank is likely in our view to face challenges maintaining the net interest margin in 2006. Furthermore, in 2005 \$3.1 million of the allowance for loan losses was reversed, boosting earnings. We do not expect such a boost in 2006. The allowance reversal occurred in the first quarter of 2005 and the allowance was zero in the last three quarters the year.

The holding and other companies' results from continuing operations were (\$10.2) million in 2005 versus (\$14.5) million for 2004. 2005 results include an unrealized gain on a venture capital investment of \$2.9 million or \$0.04 per share, net of taxes, as well as the above mentioned \$0.11 gain on the sale of the interest in the Georgia plant.

#### **2006 Estimate Lowered to \$1.65 from \$1.75**

We have lowered our 2006 EPS estimate to \$1.65 from \$1.75 primarily to reflect higher operating, maintenance and retirement benefits expense expectations at the utility segment. These higher costs are not fully reflected in higher rates, in part, because of the use of an historic test year in the recent Oahu rate case. For the company as a whole, retirement benefits expense, net of income tax benefits, is expected to increase by \$6.5 million, with a \$5.9 million increase at the utility segment. At the bank, the continued flat yield curve could remain a challenge to earnings growth.



**We Rate Shares HOLD**

We rate HE shares HOLD. The shares, at the February 3 intraday price of \$25.97, are trading above our fair value estimate of approximately \$23 (detailed below), but provide a high 4.8% dividend yield that we consider secure.

**Valuation:**

We estimate the fair value of HE's shares at approximately \$23 using an average of a relative and a more absolute valuation measure: (1) our sum-of-the-parts valuation is approximately \$23 based on P/E ratios of comparable utilities and banks and (2) our dividend discount valuation is approximately \$23 using a 4.6% risk-free rate of return, a 3.0% equity risk premium and an estimated 3% long-term earnings and dividend growth rate.

**Risks to Valuation:**

The chief investment risks to our fair value estimate are related to interest rates, in our view. A sustained flat yield curve would likely hurt bank earnings and higher interest rates, especially higher long-term rates, could reduce the relative attractiveness of HE's dividend to investors.

**Company Description:**

HE is a holding company whose principal businesses are electric utility operations, which earned \$73 million in 2005, and a bank, which earned \$65 million. The holding and other companies lost \$10 million primarily as a result of financing expenses offset by investment gains. Hawaiian Electric Company and its operating subsidiaries, Maui Electric Company and Hawaiian Electric Light Company, provide electricity to approximately 93% of the state's population. American Savings Bank is the third largest financial institution in the state based on asset size.



**SUMMARY OF EPS CHANGES**

Fiscal Year Ends Dec							
EPS	2005A	2006E	Prior	2007E	Prior	2008E	Prior
Qtr1	\$0.30						
Qtr2	\$0.35						
Qtr3	\$0.46						
Qtr4	\$0.46						
Year	\$1.57	\$1.65	\$1.75				
P/E		15.8X					

**SELECTED FINANCIAL STATISTICS**

(DOLLARS IN MILLIONS EXCEPT PER SHARE)

Fiscal Year Ends Dec	2001	2002	2003	2004	2005	CAGR (%)	2006E	2007E	2008E
Revenues	\$1727	\$1654	\$1781	\$1924	\$2216		\$2095		
Net Income	108	118	118	108	127		134		
Cash Earnings	237	234	239	233					
Shares Outstanding	68	73	75	80	81		81		
Earnings Per Share	1.59	1.62	1.57	1.61	1.57		1.65		
Dividends Per Share	1.24	1.24	1.24	1.24	1.24		1.24		
Price Range (High)	21	25	24	29	30				
Price Range (Low)	17	17	19	23	25				
P/E Range (High)	13	15	15	18	19				
P/E Range (Low)	11	10	12	14	16				
Return on Equity (%)	12.2	11.9	11.0	10.9			11.0		

CAGR - Compound Annual Growth Rate

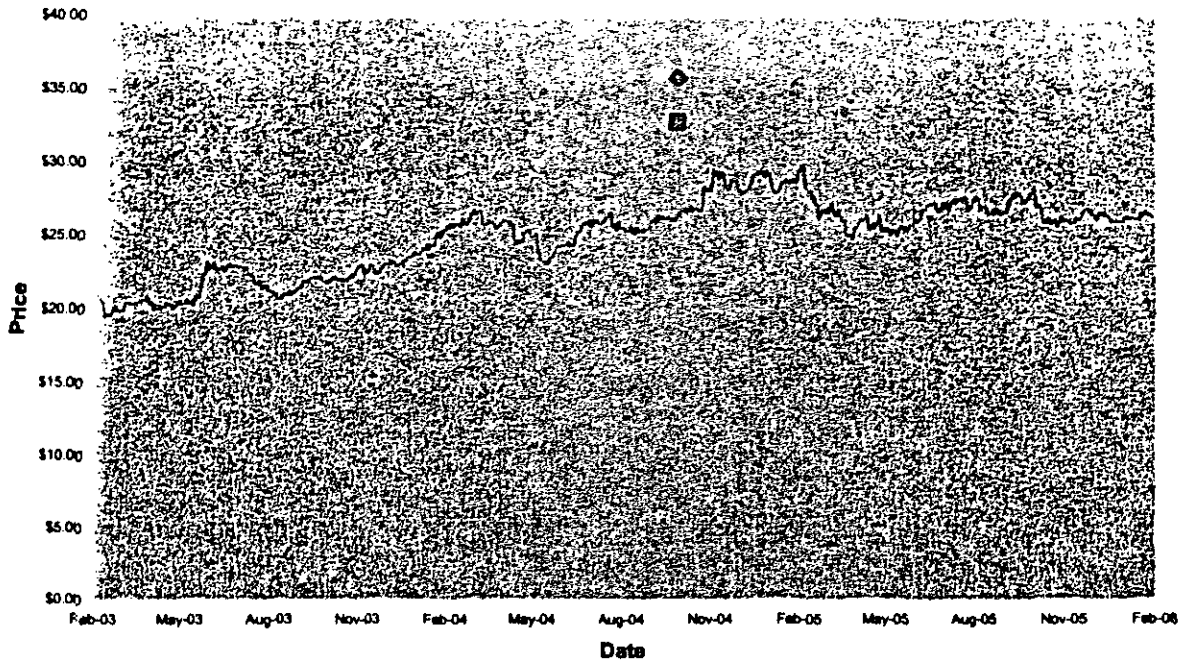
Cash Earnings - Net Income plus goodwill amortization

Dividend Opinions: 1 - Secure with growth; 2 - Secure with little or no growth; 3 - Secure intermediate term, might not be secure long term; 4 - Not secure

**SELECTED BALANCE SHEET DATA**

(DOLLARS IN MILLIONS)

September 30, 2005			
Cash and Investments	\$232	Accounts Payable	\$182
Accounts Receivable, Net	\$239	Short-term Debt/Current Maturities	\$121
Other Current Assets	\$4,314	Other Current Liabilities	\$6,242
<b>Total Current Assets</b>	<b>\$4,785</b>	<b>Total Current Liabilities</b>	<b>\$6,545</b>
Property, Plant, and Equipment, Net	\$2,489	Long-term Debt	\$1,173
Long-term Investments	\$2,027	Deferred Income Taxes	\$234
Intangible Assets, Net	\$90	Other Liabilities	\$810
Other Assets	\$584	Shareholders' Equity	\$1,213
<b>Total Assets</b>	<b>\$9,975</b>	<b>Total Liabilities and Shareholders' Equity</b>	<b>\$9,975</b>



Pricing sources: Factset and IDS1

- Daily Closing Prices
- ▲ Price Objective Changes
- Rating/Suitability Changes
- Analyst Coverage Changes

**PRICE OBJECTIVE (PO) CHANGES \***

Date	Closing Price	PO	Date	Closing Price	PO	Date	Closing Price	PO
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\* NA: Positive rating removed; no price objective supplied.

**RATING/SUITABILITY CHANGES**

Date	Closing Price	Rating/Suitability	Date	Closing Price	Rating/Suitability
09/28/2004	26.47	Hold/Conservative			

**ANALYST COVERAGE CHANGES**

Analyst	From	To	Analyst	From	To
Douglas A. Fischer	09/28/2004				



Rating	Master List Companies	Current Rating Distribution	Past 12 months	
			Investment Banking Clients	% of Investment Banking Clients *
Buy	257	36%	44	17%
Hold/Neutral	436	62%	27	6%
Sell	12	2%	0	0%

\* Percentage of Investment Banking Clients on Master List by rating.

**OUR 3-TIER RATING SYSTEM (12-18 month time horizon)**

**Buy:** A total return is anticipated in excess of the market's long-term historic rate (approximately 10%). Total return expectations should be higher for stocks which possess greater risk.

**Hold:** Hold the shares, with neither a materially positive total return nor a materially negative total return is anticipated.

**Sell:** Stock should be sold, as a materially negative total return is anticipated.

**RISK SUITABILITY** (Relates to fundamental risk, including earnings predictability, balance sheet strength and price volatility)

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The subject company is or was a client of AGE during the past 12 months for non-investment banking securities-related services and analyst is aware of same.

The views expressed in this research report accurately reflect my personal views about the subject company and its securities.

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Price objectives and recommendations contained in this report are based on a time horizon of 12-18 months, but there is no guarantee the objective will be achieved within the specified time horizon. Price objectives are determined by a subjective review of fundamental and/or quantitative characteristics of the issuer and the security that is the subject of this report. A variety of methods may be used to determine the value of a security including, but not limited to, discounted cash flow, peer group comparisons, sum of the parts and enterprise values. All securities are subject to market, interest rate and general economic risks. Specific information is provided in the text of our most recent research report.

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DECEMBER 23, 2005



# Hawaiian Electric Industries

Electric Utilities

Equity Research Recent Development Report

Analyst: Douglas A. Fischer, CFA  
314-955-3501  
Associate: Andrew Pusateri

## HOLD/CONSERVATIVE



Symbol: HE Dividend: \$1.24  
Exchange: NYSE Yield: 4.8%  
Recent Price: \$25.95 Price Objective: NA

## Update on Several Issues; 2006 Est. Raised For Expected Gain on Investment

- HELCO to File For Rate Increase, As Expected
- Pension Expense Issues Updated
- Oahu Utility Operations Receive Interim Rate Increase, As Expected
- 3Q EPS Were In Line With Help of Investment Gain
- 2005 EPS Estimate Raised to \$1.50 from \$1.40 to Reflect Another Expected Investment Gain
- Trading Near Our Fair Value Estimate of \$25.50, Shares Remain Rated HOLD

## FUNDAMENTAL DATA

	Fiscal Year Ends Dec		
	2004A	2005E	2006E
EPS	\$1.37	\$1.50	\$1.75
P/E	NA	17.3X	14.8X
ROE	10.0%	8.8%	11.0%

Est. 5-Year EPS CAGR	4.0%
Est. 5-Year Div. CAGR	NA
Book Value Per Share	\$14.02
Price/Book Value	1.73
Common Equity Capital	12.2%
Dividend Opinion	2
S&P Debt Rating	BBB
Market Cap (\$mil.)	\$2,102
Shares Outstanding (mil.)	81

## AGE List:

Disclosure Information: Please refer to the last two pages of this report for important disclosure information.



#### **HE Unit to File for Rate Increase, As Expected.**

In an 8-K issued December 14, 2005, Hawaii Electric Light Company (HELCO), a small utility unit of HE serving the island of Hawaii (the Big Island), notified the Hawaii Public Utilities Commission (PUC) that it intends to file a request for an electric rate increase in the spring of 2006. We have long expected this filing. Although the company is still completing a detailed analysis to determine the amount of the requested increase, preliminary estimates of the overall request are roughly 10%. HELCO's application, however, will include a number of innovations including a tiered rate structure that would allow residential customers who use smaller amounts of electricity to see only minimal increases in their monthly electric bills. The earliest that the increase would go into effect would likely be early 2007.

#### **Pension Expense Update**

In the above 8K, HE also updated its pension and other postretirement benefits discussion as previous put forth in the 3<sup>rd</sup> quarter 2005 10-Q. HE and Hawaiian Electric Company (HECO) could be required to recognize an additional minimum liability charge at December 31, 2005 if the accumulated benefit obligation exceeds the fair value of the plan assets on the measurement date. The recognition of the minimum liability charge would also result in the removal of the prepaid pension asset from the balance sheet, which was \$120 million at year-end 2004. This liability, if recognized, would largely be recorded as a reduction to stockholders' equity through a noncash charge to accumulated other comprehensive income (AOCI), and therefore would not affect reported net income in 2005. The amount of an additional minimum liability charge to AOCI could be material and will depend upon a number of factors, including the year-end discount rate assumption use in the pension calculation, pension asset returns experienced in 2005, changes to actuarial assumptions and actual contributions made to the plans during 2005.

On December 8, HE's utilities submitted a request to the PUC for approval to record as a regulatory asset the amount that would otherwise be charged to stockholder's equity and to allow the electric utilities to continue to maintain in subsequent years, a regulatory asset, for any pension liability that would otherwise be charged to stockholder's equity. If such an accounting treatment is allowed, then in future years if the fair values of the electric utilities' pension assets exceed their accumulated benefit obligations, the utilities would reverse the regulatory assets and associated remaining minimum liabilities. We do not have a strong sense as to whether the PUC will approve this request.

#### **Oahu Rate Case**

On September 27, 2005, the PUC issued an Interim Decision and Order granting Hawaiian Electric Company's Oahu operations an interim base rate increase of 4.4% or \$53.3 million in annual revenues. The interim increase is based on a 10.7% allowed return on average common equity and it includes the transfer of certain costs related to existing energy efficiency programs and incremental integrated planning costs from a surcharge line on electric bills to base electricity charges. Excluding the surcharge transfer, the interim increase is 3.3% or \$41.1 million annually. The interim increase is subject to refund with interest pending the final Decision and Order. Interim rates became effective September 28. We believe a final Decision and Order will be issued by mid-2006 but there is no deadline for such.

The terms of the interim rate increase are very similar to those of a partial rate agreement Hawaiian Electric Company announced September 19. In November 2004, the Utility requested a \$98.6 million base rate increase that included \$24.4 million of surcharges related to the costs of incentives for energy conservation programs, including certain new programs. The request was based on an 11.5% return on equity. Subsequently, the PUC ordered that the energy conservative programs be bifurcated into a separate proceeding. While this proceeding is ongoing, the Utility is continuing to recover in base rates the approximately \$12 million annually of energy efficiency revenues it has been recovering via the current surcharge.

In August 2005, Hawaiian Electric Company reduced its request to 5.2% or \$63 million annually based on an 11% allowed return on equity. The \$63 million included approximately \$12 million of costs related to existing energy efficiency programs.





The terms of the interim rate increase approved by the PUC were close to the amount we had included in our earnings model so we are maintaining our 2006 EPS estimate of \$1.75.

### **3Q EPS In Line With Our Estimate With the Help of an Investment Gain**

On November 9, HE released third quarter EPS of \$0.46. This was a penny above our estimate of \$0.45 due to an unusual item, an investment gain of approximately \$0.05, which we had not included in our estimate. The average analyst estimate was \$0.47. Year ago third quarter ongoing EPS, including a \$0.04 per share gain from the sale of remaining collateralized debt obligations (CDO), were \$0.51. For the nine months ended September 30, 2005, earnings from continuing operations was \$1.11 per share compared to \$1.05 per share in the same period last year. Earnings for that period in 2004 were \$1.35 excluding a charge of \$0.30 for an unfavorable tax ruling involving the bank unit's (American Savings Bank or ASB) real estate investment trust subsidiary.

In the 2005 third quarter, Utility net income fell to \$22.6 million from \$26.2 million in the year ago period. The decline was primarily due to a \$6.7 million increase in operation and maintenance (O&M) expenses, continuing a recent trend. The higher expenses were a result of higher transmission and distribution maintenance, higher production maintenance due to higher steam generation station maintenance, higher retirement benefits expenses due to a lower discount rate assumption used to calculate the expense and higher staffing and other costs. Higher O&M expenses are one reason why Hawaiian Electric Company requested, and has now received on an interim basis, higher rates on Oahu. Increases in the number of residential customers in the third quarter were offset by lower usage due to less humid weather and more energy conservation.

Third quarter 2005 bank net income rose to \$15.9 million from \$15.4 million a year. The bank's interest rate spread increased to 3.26% in the third quarter of 2005 compared to 3.09% in the same period last year. Bank general and administrative expenses increased by \$1.4 million from the same quarter last year. Notably, the loan loss provision was zero versus a year ago reduction in the provision of \$3.8 million.

The holding and other companies' results from continuing operations were a loss of \$(1.0) million in the third quarter of 2005 compared to a loss of \$(0.8) million in the same quarter of 2004. The third quarter 2005 results include a \$4.2 million or \$0.05 per share unrealized gain on a venture capital investment offset by a \$3.6 million or \$0.04 realized gain on sale of income notes in the third quarter 2004. We include these gains in our calculation of ongoing earnings because they are not entirely one-time though they are infrequent items.

### **2005 Raised to Include Expected Investment Gain**

We have raised our 2005 EPS estimate to \$1.50 from \$1.40 to include an expected \$0.11 fourth quarter investment gain on the sale of an interest in a coal-fired power plant in Georgia.

We are maintaining our 2006 EPS estimate of \$1.75. We expect the Oahu rate increase to cover much of the higher O&M expenses and we expect little growth in these costs after this year's strong advance.

### **Trading Near Our Fair Value Estimate, Shares Remain Rated HOLD**

We rate HE shares HOLD because the shares, at the December 23 closing price of \$25.95, are trading near our fair value estimate of approximately \$24.50 (detailed below) and because EPS are expected to rebound in 2006 after a decline in 2005.

The electric utility provides relatively stable earnings power, hence our conservative suitability rating, with the potential for growth primarily as a result of rate increases.

We project a decline in EPS in 2005 to \$1.50 (down from \$1.61 in 2004), reflecting our expectation of high other operations and maintenance expenses at the Utility. In 2006, we project EPS growth to \$1.75 due to an increase in base electric rates on the island of Oahu.

A key investment feature is HE's \$1.24 dividend, which provided a high 4.8% yield on the recent price.



**Valuation:**

We estimate the fair value of HE's shares at approximately \$24.50 using an average of a relative and a more absolute valuation measure: (1) our sum-of-the-parts valuation is approximately \$24 based on P/E ratios of comparable utilities and banks and (2) our dividend discount model valuation of approximately \$25 using a 4.6% risk-free rate of return, a 3.5% equity risk premium and an estimated 3.5% long-term earnings and dividend growth rate.

**Risks to Valuation:**

The chief investment risks to our fair value estimate are related to interest rates, in our view. A sustained flat yield curve would likely hurt bank earnings and higher interest rates, especially higher long-term rates, could reduce the relative attractiveness of HE's \$1.24 annual dividend to investors.

**Company Description:**

HE is a holding company whose principal businesses are electric utility operations, which earned \$81 million in 2004, and a bank, which earned \$61 million excluding a one-time \$20 million charge for settlement of a tax dispute. The holding and other companies lost \$15 million primarily as a result of financing expenses. Hawaiian Electric Company and its operating subsidiaries, Maui Electric Company and Hawaiian Electric Light Company, provide electricity to approximately 93% of the state's population. American Savings Bank is the third largest financial institution in the state based on asset size.



**SUMMARY OF EPS CHANGES**

Fiscal Year Ends Dec							
EPS	2004A	2005E	Prior	2006E	Prior	2007E	Prior
Qtr1	\$0.40	\$0.30A					
Qtr2	\$0.44	\$0.35A					
Qtr3	\$0.51	\$0.48A	\$0.45E				
Qtr4	\$0.26	\$0.39					
Year	\$1.61	\$1.50	\$1.40	\$1.75			
P/E		17.3X		14.8X			

**SELECTED FINANCIAL STATISTICS**  
(DOLLARS IN MILLIONS EXCEPT PER SHARE)

Fiscal Year Ends Dec	2000	2001	2002	2003	2004	CAGR (%)	2005E	2006E	2007E
Revenues	\$1732	\$1727	\$1854	\$1781	\$1924		\$1993	\$2095	
Net Income	109	108	118	118	108		122	142	
Cash Earnings		237	234	239	233		269	297	
Shares Outstanding	65	68	73	75	80		81	81	
Earnings Per Share	1.67	1.59	1.62	1.57	1.61		1.50	1.75	
Dividends Per Share	1.24	1.24	1.24	1.24	1.24		1.24	1.24	
Price Range (High)	19	21	25	24	29				
Price Range (Low)	14	17	17	19	23				
P/E Range (High)	11	13	15	15	18				
P/E Range (Low)	8	11	10	12	14				
Return on Equity (%)		12.2	11.9	11.0	10.9		9.6	11.0	

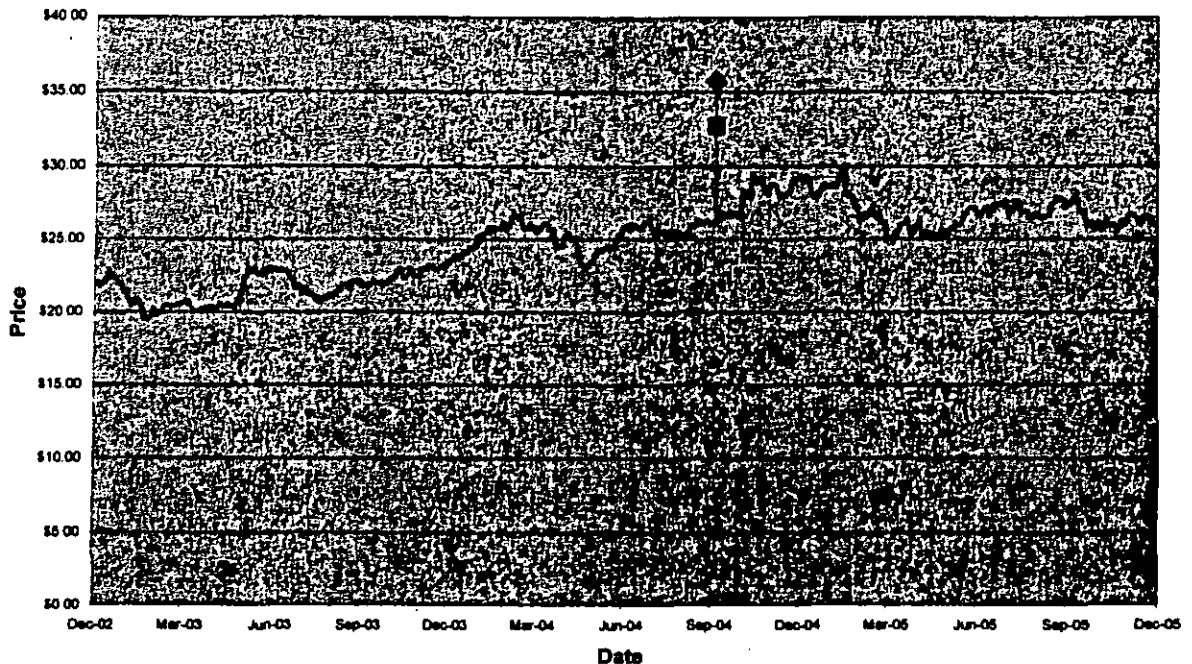
CAGR - Compound Annual Growth Rate

Cash Earnings - Net Income plus goodwill amortization

Dividend Opinions: 1 - Secure with growth; 2 - Secure with little or no growth; 3 - Secure intermediate term, might not be secure long term; 4 - Not secure

**SELECTED BALANCE SHEET DATA**  
(DOLLARS IN MILLIONS)

September 30, 2005			
Cash and Investments	\$232	Accounts Payable	\$182
Accounts Receivable, Net	\$239	Short-term Debt/Current Maturities	\$121
Other Current Assets	\$4,314	Other Current Liabilities	\$6,242
<b>Total Current Assets</b>	<b>\$4,785</b>	<b>Total Current Liabilities</b>	<b>\$6,545</b>
Property, Plant, and Equipment, Net	\$2,489	Long-term Debt	\$1,173
Long-term Investments	\$2,027	Deferred Income Taxes	\$234
Intangible Assets, Net	\$90	Other Liabilities	\$810
Other Assets	\$584	Shareholders' Equity	\$1,213
<b>Total Assets</b>	<b>\$9,975</b>	<b>Total Liabilities and Shareholders' Equity</b>	<b>\$9,975</b>



PRICE OBJECTIVE (PO) CHANGES \*

Date	Closing Price	PO	Date	Closing Price	PO	Date	Closing Price	PO
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\* NA: Positive rating removed; no price objective supplied.

RATING/SUITABILITY CHANGES

Date	Closing Price	Rating/Suitability	Date	Closing Price	Rating/Suitability
09/28/2004	28.47	Hold/Conservative			

ANALYST COVERAGE CHANGES

Analyst	From	To	Analyst	From	To
Douglas A. Fischer	09/28/2004				



Rating	Master List Companies	Current Rating Distribution	Past 12 months	
			Investment Banking Clients	% of Investment Banking Clients *
Buy	252	36%	45	18%
Hold/Neutral	429	62%	30	7%
Sell	18	2%	0	0%

\* Percentage of Investment Banking Clients on Master List by rating.

#### OUR 3-TIER RATING SYSTEM (12-18 month time horizon)

**Buy:** A total return is anticipated in excess of the market's long-term historic rate (approximately 10%). Total return expectations should be higher for stocks which possess greater risk.

**Hold:** Hold the shares, with neither a materially positive total return nor a materially negative total return is anticipated.

**Sell:** Stock should be sold, as a materially negative total return is anticipated.

**RISK SUITABILITY** (Relates to fundamental risk, including earnings predictability, balance sheet strength and price volatility)

**Conservative:** Fundamental risk approximates or is less than the market.

**Aggressive:** Fundamental risk is higher than the market.

**Speculative:** Fundamental risk is significantly higher than the market.

The suitability ratings assigned by A.G. Edwards industry analysts to individual securities should be reviewed by investors and their financial consultants to determine whether a particular security is suitable for their portfolio, with full consideration given to existing portfolio holdings.

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The subject company is or was a client of AGE during the past 12 months for non-investment banking securities-related services and analyst is aware of same.

The views expressed in this research report accurately reflect my personal views about the subject company and its securities.

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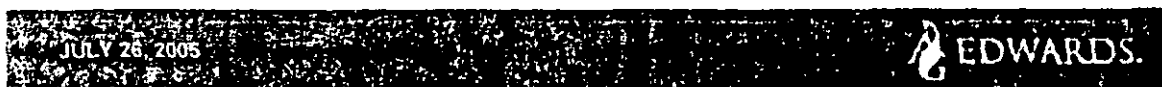
Price objectives and recommendations contained in this report are based on a time horizon of 12-18 months, but there is no guarantee the objective will be achieved within the specified time horizon. Price objectives are determined by a subjective review of fundamental and/or quantitative characteristics of the issuer and the security that is the subject of this report. A variety of methods may be used to determine the value of a security including, but not limited to, discounted cash flow, peer group comparisons, sum of the parts and enterprise values. All securities are subject to market, interest rate and general economic risks. Specific information is provided in the text of our most recent research report.

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## Hawaiian Electric Industries

Electric Utilities

Equity Research Recent Development Report

Analyst: Douglas A. Fischer, CFA  
314-955-3501

Associate:

### HOLD/CONSERVATIVE



Symbol: HE Dividend: \$1.24  
Exchange: NYSE Yield: 4.6%  
Recent Price: \$27.00 Price Objective: NA

### FUNDAMENTAL DATA

	Fiscal Year Ends Dec		
	2004A	2005E	2006E
EPS	\$1.01	\$1.40	\$1.75
P/E	NA	19.3X	15.4X
ROE	10.0%	8.9%	11.4%

### 2Q EPS Fall Short of Estimates on High Utility O&M Expenses

- 2Q EPS of \$0.35 from Continuing Operations Are Below Our Estimate of \$0.42 and Average Estimate of \$0.41
- 2005 EPS Estimate Lowered to \$1.40 from \$1.50
- 2006 EPS Estimate Lowered to \$1.75 from \$1.85
- Fair Value Estimated at \$26; Rating Remains Hold

Est. Long-Term EPS CAGR	4.0%
Est. Long-Term Div. CAGR	NA
Book Value Per Share	\$14.55
Price/Book Value	1.8X
Common Equity/Capital	NA
Dividend Opinion	2
S&P Debt Rating	BBB
Market Cap (\$ml.)	\$2.157
Shares Outstanding (ml.)	81

### AGE Link:

Disclosure Information: Please refer to the last two pages of this report for important disclosure information.



**2Q EPS Fall Short of Estimates On High Utility O&M Expenses:**

After 5 PM ET on Monday, July 25, HE released second quarter EPS (basic and diluted) from continuing operations of \$0.35. This was below our estimate of \$0.42 and below the average analyst estimate of \$0.41. Year ago second quarter EPS were \$0.44 excluding a charge of \$0.30 for an unfavorable tax ruling involving the bank unit's (American Savings Bank or ASB) real estate investment trust subsidiary.

EPS fell short of our estimate primarily because of higher than estimated other operations and maintenance (O&M) expenses at the Utility. Bank net income was modestly higher than we expected due to no loan loss provision and Holding and Other Companies loss was in line with our expectation.

Utility net income fell to \$19.6 million in the second quarter from \$21.7 million in the year ago period. The decline was primarily due to an \$8.8 million or 17% increase in O&M, continuing a recent trend. Hawaiian Electric Company experienced higher expenses as a result of an increased number of generating plant overhauls and inspections (reflecting, at least in part, higher usage of peaking units to meet growing demand), higher generating plant maintenance, higher retirement benefits expenses due to a lower discount rate assumption used to calculate the benefit expense, higher substation maintenance and vegetation management expenses and higher staffing and other costs.

Year-to-date O&M expenses rose 16% over the first half of 2005. We expect the percentage increase for the year to fall short of 16% since fourth quarter 2004 O&M expenses were exceptionally high due to overhauls and maintenance expenses.

The pending request for a \$74 million or 7% net increase in base electric rates on Oahu is designed, in part, to pass higher operating and maintenance costs on to customers. Rate case hearings are scheduled for September 2005 with an interim decision from the Hawaii Public Utilities Commission is expected in the fourth quarter of 2005 with a final decision likely in 2006.

Bank net income fell to \$13.6 million from year ago \$17.1 million after adding back the \$24 million charge for the unfavorable tax ruling. Net interest income increased about \$1 million, to \$48.8 million, as strong loan and core deposit growth offset a decline in the interest rate spread. The spread fell to 3.01% from 3.08% a year ago reflecting the flatter yield curve. The loan loss provision was zero versus a year ago reduction in the provision of \$3 million.

**2005 and 2006 Estimates Lowered:**

We have lowered our 2005 EPS estimate to \$1.40 from \$1.50 in response to the higher than expected second quarter O&M expense.

We have also reduced our 2006 EPS estimate to \$1.75 from \$1.85. We expect an Oahu rate increase to cover much of the higher O&M expenses and we expect little growth in these costs after this year's strong advance. However, we have some concern that higher Utility costs may not be fully reflected in higher rates and, at the Bank, the continued flat yield curve and the expectation of further Federal Reserve increases in short-term rates have led us to reduce our estimated interest rate spread for next year.

**Valuation:**

We estimate the fair value of HE's shares at approximately \$26 using an average of a relative and a more absolute valuation measure: (1) our sum-of-the-parts valuation is approximately \$26 based on P/E ratios of comparable utilities and banks and (2) our dividend discount model valuation of also approximately \$26 using a 4.5% risk-free rate of return, a 3.5% equity risk premium and an estimated 3.5% long-term earnings and dividend growth rate. Because HE shares are trading near our fair value estimate, our investment rating is HOLD.

**Risks to Valuation:**

The chief investment risks to our fair value estimate are related to interest rates, in our view. A sustained flatter yield curve would likely hurt bank earnings and higher interest rates, especially higher long-term rates, could reduce the relative attractiveness of HE's \$1.24 annual dividend to investors.



**Company Description:**

HE is a holding company whose principal businesses are electric utility operations, which earned \$81 million in 2004, and a bank, which earned \$61 million excluding a one-time \$20 million charge for settlement of a tax dispute. The holding and other companies lost \$15 million primarily as a result of financing expenses. Hawaiian Electric Company and its operating subsidiaries, Maui Electric Company and Hawaiian Electric Light Company, provide electricity to approximately 93% of the state's population. American Savings Bank is the third largest financial institution in the state based on asset size.





**SUMMARY OF EPS CHANGES**

Fiscal Year Ends Dec							
EPS	2004A	2005E	Prior	2006E	Prior	2007E	Prior
Qtr1	\$0.40	\$0.30A					
Qtr2	\$0.44	\$0.35A	\$0.42E				
Qtr3	\$0.51	\$0.45					
Qtr4	\$0.26						
Year	\$1.61	\$1.40	\$1.50	\$1.75	\$1.85		
P/E		19.3X		15.4X			

**SELECTED FINANCIAL STATISTICS  
(DOLLARS IN MILLIONS EXCEPT PER SHARE)**

Fiscal Year Ends Dec	2000	2001	2002	2003	2004 CAGR (%)	2005E	2006E	2007E
Revenues	\$1732	\$1727	\$1654	\$1781	\$1924	\$1993	\$2095	
Net Income	109	109	118	118	108	113	142	
Cash Earnings		237	234	239	233	260	297	
Shares Outstanding	65	68	73	75	80	81	81	
Earnings Per Share	1.67	1.59	1.62	1.57	1.61	1.40	1.75	
Dividends Per Share	1.24	1.24	1.24	1.24	1.24	1.24	1.24	
Price Range (High)	19	21	25	24	29			
Price Range (Low)	14	17	17	18	23			
P/E Range (High)	11	13	15	15	18			
P/E Range (Low)	8	11	10	12	14			
Return on Equity (%)		12.2	11.9	11.0	10.9	9.3	11.4	

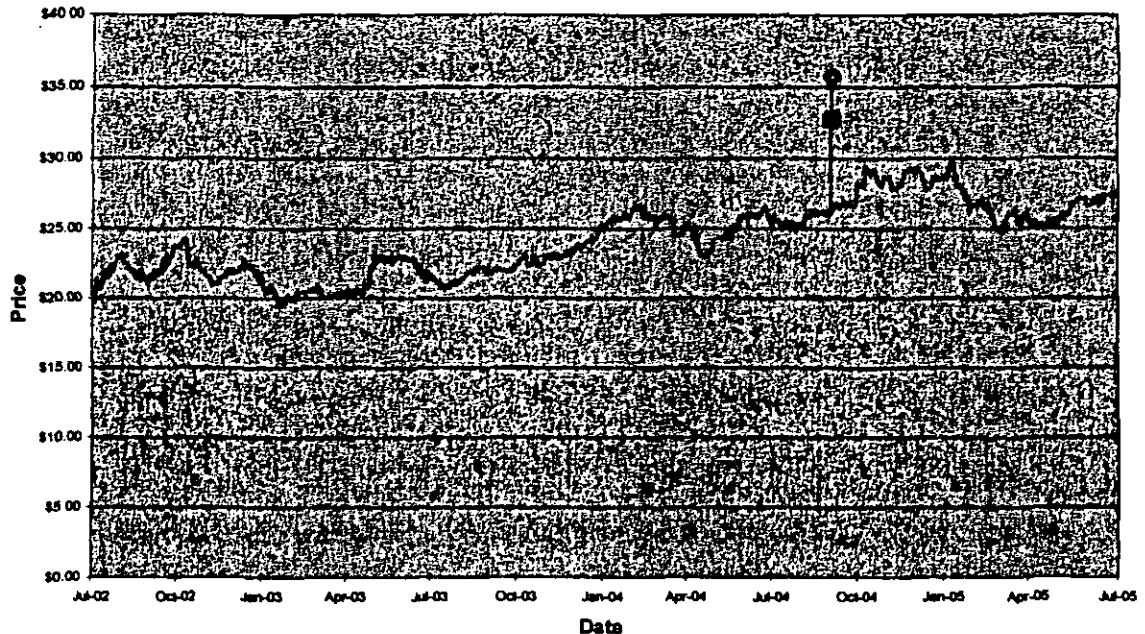
CAGR - Compound Annual Growth Rate

Cash Earnings - Net Income plus goodwill amortization

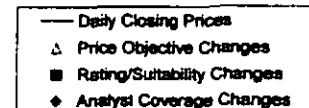
Dividend Opinions: 1 - Secure with growth; 2 - Secure with little or no growth; 3 - Secure intermediate term, might not be secure long term; 4 - Not secure

**SELECTED BALANCE SHEET DATA  
(DOLLARS IN MILLIONS)**

December 31, 2004			
Cash and Investments	\$132	Accounts Payable	\$154
Accounts Receivable, Net	\$209	Short-term Debt/Current Maturities	\$77
Other Current Assets	\$2,995	Other Current Liabilities	\$6,096
<b>Total Current Assets</b>	<b>\$3,336</b>	<b>Total Current Liabilities</b>	<b>\$6,327</b>
Property, Plant, and Equipment, Net	\$2,422	Long-term Debt	\$1,167
Long-term Investments	\$3,347	Deferred Income Taxes	\$230
Intangible Assets, Net	\$91	Other Liabilities	\$676
Other Assets	\$415	Shareholders' Equity	\$1,211
<b>Total Assets</b>	<b>\$9,611</b>	<b>Total Liabilities and Shareholders' Equity</b>	<b>\$9,611</b>



Pricing sources: Factset and IDS1



PRICE OBJECTIVE (PO) CHANGES \*

Date	Closing Price	PO	Date	Closing Price	PO	Date	Closing Price	PO
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\* NA: Positive rating removed; no price objective supplied.

RATING/SUITABILITY CHANGES

Date	Closing Price	Rating/Suitability	Date	Closing Price	Rating/Suitability
09/28/2004	28.47	Hold/Conservative			

ANALYST COVERAGE CHANGES

Analyst	From	To	Analyst	From	To
Douglas A. Fischer	09/28/2004				



Rating	Master List Companies	Current Rating Distribution	Past 12 months	
			Investment Banking Clients	% of Investment Banking Clients *
Buy	230	33%	32	14%
Hold/Neutral	441	65%	36	8%
Sell	17	2%	1	6%

\* Percentage of Investment Banking Clients on Master List by rating.

#### OUR 3-TIER RATING SYSTEM (12-18 month time horizon)

**Buy:** A total return is anticipated in excess of the market's long-term historic rate (approximately 10%). Total return expectations should be higher for stocks which possess greater risk.

**Hold:** Hold the shares, with neither a materially positive total return nor a materially negative total return is anticipated.

**Sell:** Stock should be sold, as a materially negative total return is anticipated.

**RISK SUITABILITY** (Relates to fundamental risk, including earnings predictability, balance sheet strength and price volatility)  
**Conservative:** Fundamental risk approximates or is less than the market.  
**Aggressive:** Fundamental risk is higher than the market.  
**Speculative:** Fundamental risk is significantly higher than the market.

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The views expressed in this research report accurately reflect my personal views about the subject company and its securities.

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APRIL 26, 2005



## HAWAIIAN ELECTRIC INDUSTRIES

Electric Utilities

Equity Research Recent Development Report

Analyst: Douglas A. Fischer, CFA  
314-955-3501

Associate:

### HOLD/CONSERVATIVE



Symbol: HE Dividend: \$1.24  
Exchange: NYSE Yield: 4.8%  
Recent Price: \$26.83 Price Objective: NA

### FUNDAMENTAL DATA

	Fiscal Year Ends Dec		
	2004A	2005E	2006E
EPS	\$1.51	\$1.50	\$1.85
P/E	NA	17.2X	14.0X
ROE	10.9%	9.9%	11.9%

### First Quarter EPS Fall Below Expectations On High O&M

- First Quarter EPS of \$0.30 Fall Below Our And Consensus Estimate of \$0.37 Due to Higher Utility O&M Expenses
- 2005 and 2006 EPS Estimates Maintained at \$1.50 and \$1.85, Respectively
- Oahu Interim Rate Increase Expected In Late 2005 Expected To Boost 2006 Earnings
- Fair Value Estimated at \$26.50; Rating Remains Hold

**Company Description:** Holding company whose principal businesses are electric utility operations, which provided 63% of income from continuing operations in 2004, and a bank, which provided 48%. Holding company and other segment lost money due to debt and preferred.

Est. Long-Term EPS CAGR	3.0%
Est. Long-Term Div. CAGR	NA
Book Value Per Share	\$15.01
Price/Book Value	1.7X
Common Equity/Capital	NA
Dividend Payout	2
S&P Debt Rating	BBB
Market Cap (\$mil.)	\$2,092
Shares Outstanding (mil.)	81

### AGE Lists:

**Disclosure Information:** Please refer to the last two pages of this report for important disclosure information.



**First Quarter EPS Fall Below Expectations On High O&M**

After the market close on April 25, HE released first quarter 2005 earnings that fell well below general expectations due primarily to high other operation and maintenance (O&M) expenses at the regulated electric utilities. Net income was \$24.1 million or \$0.30 per share, basic and diluted, well below our estimate of \$0.37 and the average analyst estimate, which was also \$0.37. The results were even below the lowest quarterly estimate of \$0.33.

First quarter earnings compared to year ago net income of \$30.9 million or \$0.40 per share.

**2005 and 2006 EPS Estimates Maintained at \$1.50 and \$1.85, Respectively**

Despite the lower than expected first quarter earnings, we are maintaining our 2005 EPS estimate of \$1.50. Our modeling work suggests that the \$1.50 number is still realistic. Utility earnings may come in lower than we previously expected but higher Bank earnings expectations may offset this.

We are also retaining our 2006 EPS estimate of \$1.85, a strong 23% rebound from our depressed 2005 estimate. (HE earned \$1.61 per share in operating earnings from continuing operations in 2004.) Next year, we project a material improvement in utility earnings. A full year of higher rates at the Oahu utility should offset rising O&M expenses. We caution that key variables in projecting Bank earnings, such as the interest rate spread and provision for loan losses are difficult to project with a high degree of confidence.

**Segment Results for the First Quarter**

Electric utility net income declined \$7.6 million primarily because of an \$8.0 million increase in O&M expenses. Primary drivers of the O&M increase were \$2.5 million for the increased scope of overhaul repairs and maintenance on an Oahu peaking unit (Waiiau 9), \$1.2 million of higher retirement benefit expenses (which were expected), \$0.7 million of increased transmission and distribution O&M and \$0.4 million of higher external Sarbanes-Oxley compliance costs.

In addition, depreciation expense rose \$2.1 million reflecting plant additions including the Keahole CT-4 and CT-5 generating units and a new fuel pipeline.

Bank net income rose to \$17.8 million from \$15.9 million or \$1.9 million; however, the quality of this earnings improvement was low. American Savings Bank earnings were boosted by the conversion of the bank's preferred stock, held by the parent company, into common equity. This removed \$1.4 million of preferred dividend requirements from ASB's income statement but reduced parent company income by an equal amount.

In addition, the provision for loan losses was reduced by a net \$3.1 million or \$1.5 million more than in the year ago quarter. A large commercial loan that had been delinquent was repaid in full. To be fair, the \$4.8 million or 13% increase in General and Administrative expenses at the bank was primarily due (the amount was not disclosed) to a one-time item, a reserve for interest related to income taxes resulting from an IRS examination. In addition, net interest income (before the provision for loan losses) rose to \$53.6 million from \$47.3 million. Despite a flattening yield curve, the interest rate spread rose to 3.29% from the year ago 3.05% and the prior quarter's 3.02%. ASB grew both deposits and loans and interest income from mortgage-backed securities increased.



Holding and other companies' net loss rose to \$6.1 million from \$5.0, a \$1.1 million deterioration, but this reflected the absence of \$1.4 million of preferred dividends from ASB as discussed above.

**Oahu Rate Increase Expected in Late 2004**

On November 12, 2004, HE's Hawaiian Electric Company filed for a net \$74.2 million or 7.3% increase in electric rates for its operations on the island of Oahu. The request is based on an 11.5% allowed return on common equity, a 54.5% equity to capital ratio and a 9.11% return on average rate base of 1,091.6 million for a 2005 test year. The request consists of a \$98.6 million increase in base electric rates which includes the transfer to base rates of \$24.4 million of surcharge revenues for already existing energy conservation programs. The last base rate decision for the Oahu operations was in 1995. The Hawaii Public Utilities Commission must issue at least an interim decision in 11 months. HE expects hearing to take place in the third quarter with a decision on interim rates expected in the fourth quarter.

**Fair Value Estimated at \$26.50; Rating Remains Hold**

We estimate the fair value of HE's shares at \$26.50 using an average of a relative and a more absolute valuation measure: (1) our sum-of-the-parts valuation of approximately \$25 based on P/E ratios of comparable utilities and banks and (2) our dividend discount model valuation of approximately \$28 using a 4.6% risk-free rate of return, a 3% equity risk premium and an estimated 3.5% long-term earnings and dividend growth rate. Because HE shares trade near our fair value estimate, our rating is Hold/Conservative.

The chief investment risks to our fair value estimates are related to interest rates, in our view. A sustained flatter yield curve would likely hurt bank earnings and higher interest rates, especially higher long-term rates, could reduce the relative attractiveness of HE's \$1.24 annual dividend to investors.



**SUMMARY OF EPS CHANGES**

Fiscal Year Ends Dec							
EPS	2004A	2005E	Prior	2006E	Prior	2007E	Prior
Qtr1	\$0.40	\$0.30A	\$0.37E				
Qtr2	\$0.44	\$0.42					
Qtr3	\$0.51						
Qtr4	\$0.26						
Year	\$1.61	\$1.50		\$1.85			
P/E		17.2X		14.0X			

**SELECTED FINANCIAL STATISTICS**  
(DOLLARS IN MILLIONS EXCEPT PER SHARE)

Fiscal Year Ends Dec	2000	2001	2002	2003	2004 CAGR (%)	2005E	2006E	2007E
Revenues	\$1732	\$1727	\$1654	\$1781	\$1924	\$1993	\$2095	
Net Income	109	108	118	118	108	121	150	
Cash Earnings		237	234	239	233	275	308	
Shares Outstanding	68	68	73	78	80	81	81	
Earnings Per Share	1.67	1.59	1.62	1.57	1.61	1.50	1.85	
Dividends Per Share	1.24	1.24	1.24	1.24	1.24	1.24	1.24	
Price Range (High)	19	21	25	24	29			
Price Range (Low)	14	17	17	18	23			
P/E Range (High)	11	13	15	15	18			
P/E Range (Low)	8	11	10	12	14			
Return on Equity (%)		12.2	11.9	11.0	10.9	9.9	11.9	

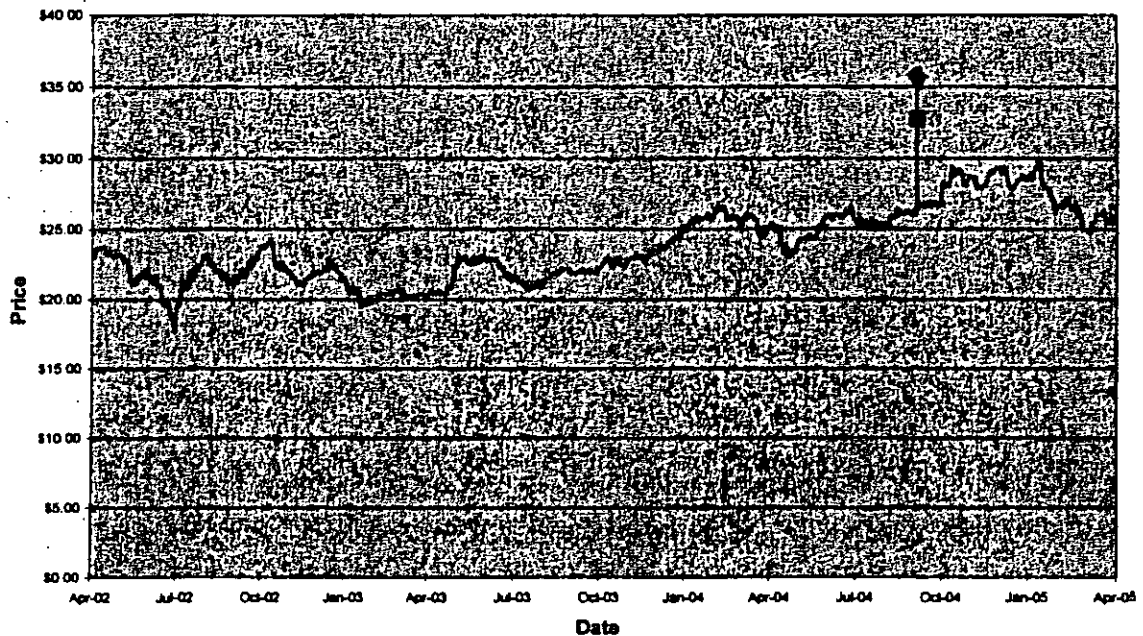
CAGR - Compound Annual Growth Rate

Cash Earnings - Net Income plus goodwill amortization

Dividend Opinions: 1 - Secure with growth; 2 - Secure with little or no growth; 3 - Secure intermediate term, might not be secure long term; 4 - Not secure

**SELECTED BALANCE SHEET DATA**  
(DOLLARS IN MILLIONS)

<b>December 31, 2004</b>			
Cash and Investments	\$132	Accounts Payable	\$154
Accounts Receivable, Net	\$209	Short-term Debt/Current Maturities	\$77
Other Current Assets	\$2,995	Other Current Liabilities	\$6,096
<b>Total Current Assets</b>	<b>\$3,336</b>	<b>Total Current Liabilities</b>	<b>\$6,327</b>
Property, Plant, and Equipment, Net	\$2,422	Long-term Debt	\$1,167
Long-term Investments	\$3,347	Deferred Income Taxes	\$230
Intangible Assets, Net	\$91	Other Liabilities	\$676
Other Assets	\$415	Shareholders' Equity	\$1,211
<b>Total Assets</b>	<b>\$9,611</b>	<b>Total Liabilities and Shareholders' Equity</b>	<b>\$9,611</b>



Pricing sources: Factset and IDS1

**PRICE OBJECTIVE (PO) CHANGES \***

Date	Closing Price	PO	Date	Closing Price	PO	Date	Closing Price	PO
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\* NA: Positive rating removed; no price objective supplied.

**RATING/SUITABILITY CHANGES**

Date	Closing Price	Rating/Suitability	Date	Closing Price	Rating/Suitability
09/28/2004	28.47	Hold/Conservative			

**ANALYST COVERAGE CHANGES**

Analyst	From	To	Analyst	From	To
Douglas A. Fischer	09/28/2004				





Rating	Master List Companies	Current Rating Distribution	Past 12 months	
			Investment Banking Clients	% of Investment Banking Clients *
Buy	238	35%	37	16%
Hold/Neutral	429	62%	44	10%
Sell	18	3%	1	6%

\* Percentage of Investment Banking Clients on Master List by rating.

#### OUR 3-TIER RATING SYSTEM (12-18 month time horizon)

**Buy:** A total return is anticipated in excess of the market's long-term historic rate (approximately 10%). Total return expectations should be higher for stocks which possess greater risk.

**Hold:** Hold the shares, with neither a materially positive total return nor a materially negative total return is anticipated.

**Sell:** Stock should be sold, as a materially negative total return is anticipated.

**RISK SUTABILITY** (Relates to fundamental risk, including earnings predictability, balance sheet strength and price volatility)  
**Conservative:** Fundamental risk approximates or is less than the market.

**Aggressive:** Fundamental risk is higher than the market.

**Speculative:** Fundamental risk is significantly higher than the market.

#### COMPANY SPECIFIC DISCLOSURES:

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The views expressed in this research report accurately reflect my personal view about the subject company and its securities.

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Price objectives and recommendations contained in this report are based on a time horizon of 12-18 months, but there is no guarantee the objective will be achieved within the specified time horizon. Price objectives are determined by a subjective review of fundamental and/or quantitative characteristics of the issuer and the security that is the subject of this report. A variety of methods may be used to determine the value of a security including, but not limited to, discounted cash flow, peer group comparisons, sum of the parts and enterprise values. All securities are subject to market, interest rate and general economic risks. Specific information is provided in the text of our most recent research report.

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MARCH 15, 2005



## HAWAIIAN ELECTRIC INDUSTRIES

Electric Utilities

Equity Research Recent Development Report

Analyst: Douglas A. Fischer, CFA  
314-955-3501

Associate:

### HOLD/CONSERVATIVE



Symbol: HE Dividend: \$1.24  
Exchange: NYSE Yield: 4.6%  
Recent Price: \$26.86 Price Objective: NA

### FUNDAMENTAL DATA

	Fiscal Year Ends Dec		
	2004A	2005E	2006E
EPS:	\$1.01	\$1.50	\$1.85
P/E:	NA	17.92	14.53
ROE:	10.5%	9.2%	11.9%

### Earnings and Fair Value Estimates Updated

- 2005 EPS Estimate Lowered to \$1.50 from \$1.58
- 2006 EPS Estimate Raised to \$1.85 from \$1.80
- Fair Value Estimated at \$26 Per Share; Rating is HOLD

**Company Description:** Holding company whose principal businesses are electric utility operations, which provided 63% of income from continuing operations in 2004, and a bank, which provided 48%. Holding company and other segment lost money due to debt and preferred.

Est. Long-Term EPS CAGR	3.0%
Est. Long-Term Div. CAGR	NA
Book Value Per Share	\$15.01
Common Equity/Capital	NA
Dividend Opinion	2
S&P Debt Rating	BBB
Market Cap (\$mil.)	\$2,176
Shares Outstanding (mil.)	81

### AGE List:

**Disclosure Information:** Please refer to the last two pages of this report for important disclosure information.



**2005 EPS Estimate Lowered to \$1.50 from \$1.58**

We have reduced our 2005 EPS estimate to \$1.50 from \$1.58. The change primarily reflects our expectation that an interim rate increase in the pending Oahu case is likely to be authorized in the fourth quarter rather than our prior estimate of the third quarter.

**2006 EPS Estimate Raised to \$1.85 from \$1.80**

We have raised our 2006 EPS estimate to \$1.85 from \$1.80. The increase primarily reflects several adjustments to our earnings model for American Savings Bank (Bank) after release of fourth quarter 2004 earnings. We caution that key variables in projecting Bank earnings, such as the interest rate spread and provision for loan losses are difficult to project with a high degree of confidence. For 2006, we project improvements in both Utility and Bank earnings. A full year of higher rates at the Oahu utility is the primary driver for the Utility and a projected recovery in the interest rate spread after a projected decline this year is the primary driver at the Bank.

**Oahu Rate Increase Expected in Late 2005**

On November 12, 2004, HE's Hawaiian Electric Company filed for a net \$74.2 million or 7.3% increase in electric rates for its operations on the island of Oahu. The request is based on an 11.5% allowed return on common equity, a 54.5% equity to capital ratio and a 9.11% return on average rate base of \$1,091.6 million for a 2005 test year. The request consists of a \$98.6 million increase in base electric rates which includes the transfer to base rates of \$24.4 million of surcharge revenues for already existing energy conservation programs. The last base rate decision for the Oahu operations was in 1995. The Hawaii Public Utilities Commission must issue at least an interim decision in 11 months. HE expects hearing to take place in the third quarter with a decision on interim rates expected in the fourth quarter.

**Fourth Quarter EPS Fell Below Expectations**

On February 7, 2005, HE released fourth quarter and full year 2004 earnings. Fourth quarter reported or GAAP net income was \$24.8 million or \$0.31 per share, basic and diluted. Operating net income was \$21.3 million or \$0.26 per share, basic and diluted, after removing a \$3.5 million or \$0.04 per share gain from reversing a portion of a charge taken earlier in the year related to settlement of a state franchise tax dispute. Operating EPS of \$0.26 fell below our estimate of \$0.38. Fourth quarter 2003 reported or GAAP earnings were \$37.4 million or \$0.49 per diluted share.

In December 2004, the Company settled a long running dispute with the state of Hawaii over dividend received deductions taken by the Bank for tax years 1999-2004 on dividends from its real estate investment trust subsidiary. For the full year 2004, the settlement resulted in a \$20.3 million after-tax charge or \$0.25 per share.

Fourth quarter 2004 electric utility net income declined to \$13.2 million versus \$22.3 million in 2003. The decline was primarily due to a \$6.3 million after-tax increase in maintenance expense as a result of the larger scope and timing of power plant overhauls and repairs and maintenance, including an unscheduled major overhaul of a generating unit on the island of Oahu. Other operation expenses rose \$3.6 million after-tax as a result of information technology enhancements, insurance reserves and Sarbanes-Oxley compliance costs.



Fourth quarter 2004 Bank net income rose to \$16.7 million versus year ago net income of \$14.0 million. All of the increase was due to the one-time \$3.5 million gain related to settlement of the state franchise tax dispute.

Holding and other companies' fourth quarter 2004 net income was (\$5.1) million versus \$1.1 million in the fourth quarter of 2003. The decrease was due primarily to favorable settlement of lawsuits a year ago that boosted net income by \$5.7 million.

For the full year 2004, reported or GAAP net income from continuing operations was \$107.7 million or \$1.36 per share, basic and diluted. Adding back the \$20.3 million or \$0.25 charge for the tax dispute settlement, operating net income from continuing operations was \$128.1 million or \$1.61 per share. This compares to 2003 GAAP net income from continuing operations of \$118.0 million or \$1.57 per diluted share.

For 2004, electric utility net income rose to \$81.2 million from \$78.9 million in 2003 as a result of a 2.9% increase in kilowatt-hour sales due to customer growth and a 1.9% increase in cooling degree days, lower retirement benefit expense and lower interest and related charges. Excluding the tax settlement charge, Bank net income rose to \$61.4 million from \$56.3 million primarily as a result of a \$5.1 million reduction in the allowance for loan losses as a result of the strong Hawaiian real estate market. The interest rate spread held steady at 3.08%. Holding and other companies' net loss narrowed to \$14.5 million from \$17.1 million due to lower interest and legal expenses and a \$3.6 million after-tax gain in the third quarter of 2004 on the sale of investments the Holding Company acquired from the Bank in 2001. This was offset by the absence of the 2003 gain of \$5.7 million after-taxes from settlement of lawsuits.

**Fair Value Estimated at \$26; Rating Is Hold**

We estimate the fair value of HE's shares at approximately \$26 using an average of a relative and a more absolute valuation measure: (1) our sum-of-the-parts valuation of approximately \$25 based on P/E ratios of comparable utilities and banks and (2) our dividend discount model (DDM) valuation of approximately \$27 using a 4.8% risk-free rate of return, a 3% equity risk premium and an estimated 3.5% long-term earnings and dividend growth rate. Because HE shares trade near our fair value estimate, our rating is HOLD.

The chief investment risks and risks to our valuation are related to interest rates, in our view. A sustained flatter yield curve would likely hurt bank earnings and higher interest rates, especially higher long-term rates, could reduce the relative attractiveness of HE's \$1.24 annual dividend to investors.



**SUMMARY OF EPS CHANGES**

Fiscal Year Ends Dec							
EPS	2004A	2005E	Prior	2006E	Prior	2007E	Prior
Qtr1	\$0.40	\$0.37					
Qtr2	\$0.44						
Qtr3	\$0.51						
Qtr4	\$0.26						
Year	\$1.61	\$1.50	\$1.58	\$1.85	\$1.80		
P/E		17.9X		14.5X			

**SELECTED FINANCIAL STATISTICS**  
(DOLLARS IN MILLIONS EXCEPT PER SHARE)

Fiscal Year Ends Dec	2000	2001	2002	2003	2004 CAGR (%)	2005E	2006E	2007E
Revenues	\$1732	\$1727	\$1654	\$1781	\$1924	\$1993	\$2095	
Net Income	108	108	118	118	108	121	150	
Cash Earnings		237	234	239	233	275	308	
Shares Outstanding	65	88	73	75	80	81	81	
Earnings Per Share	1.67	1.59	1.62	1.57	1.61	1.50	1.85	
Dividends Per Share	1.24	1.24	1.24	1.24	1.24	1.24	1.24	
Price Range (High)	19	21	25	24	29			
Price Range (Low)	14	17	17	19	23			
P/E Range (High)	11	13	15	15	18			
P/E Range (Low)	8	11	10	12	14			
Return on Equity (%)		12.2	11.9	11.0	10.9	9.9	11.9	

CAGR - Compound Annual Growth Rate

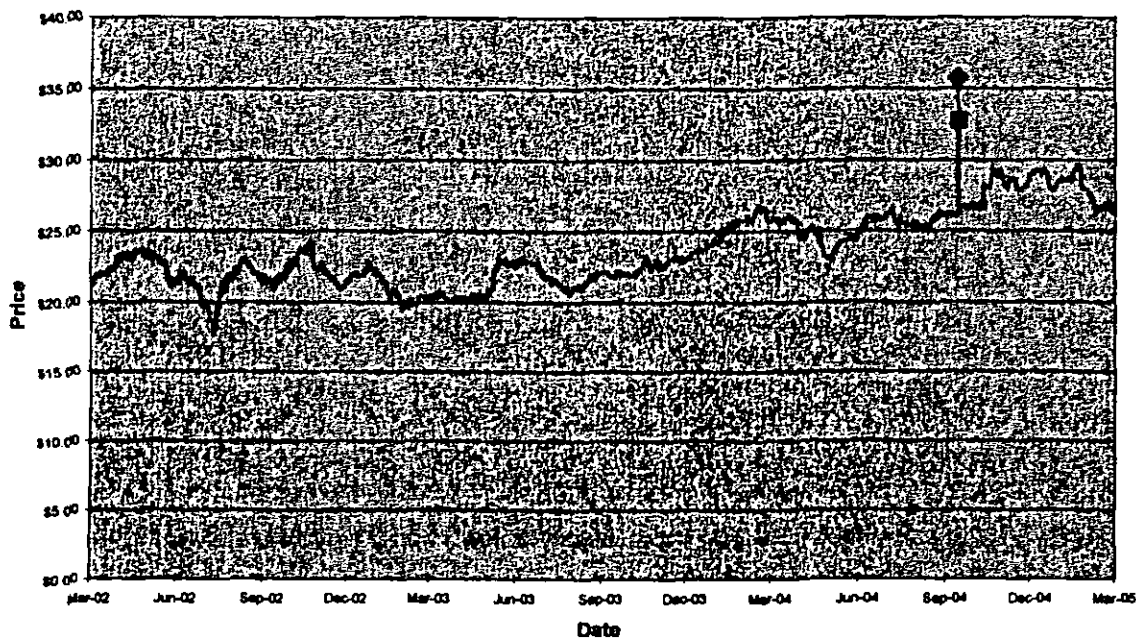
Cash Earnings - Net Income plus goodwill amortization

Dividend Opinions: 1 - Secure with growth; 2 - Secure with little or no growth; 3 - Secure intermediate term, might not be secure long term; 4 - Not secure

2004 EPS excludes \$0.25/shr charge.

**SELECTED BALANCE SHEET DATA**  
(DOLLARS IN MILLIONS)

<b>December 31, 2004</b>			
Cash and Investments	\$132	Accounts Payable	\$154
Accounts Receivable, Net	\$209	Short-term Debt/Current Maturities	\$77
Other Current Assets	\$2,995	Other Current Liabilities	\$8,096
<b>Total Current Assets</b>	<b>\$3,336</b>	<b>Total Current Liabilities</b>	<b>\$6,327</b>
Property, Plant, and Equipment, Net	\$2,422	Long-term Debt	\$1,167
Long-term Investments	\$3,347	Deferred Income Taxes	\$230
Intangible Assets, Net	\$91	Other Liabilities	\$676
Other Assets	\$416	Shareholders' Equity	\$1,211
<b>Total Assets</b>	<b>\$9,611</b>	<b>Total Liabilities and Shareholders' Equity</b>	<b>\$9,611</b>



Pricing sources: Factset and IDS1

**PRICE OBJECTIVE (PO) CHANGES \***

Date	Closing Price	PO	Date	Closing Price	PO	Date	Closing Price	PO
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\* NA: Positive rating removed; no price objective supplied.

**RATING/SUITABILITY CHANGES**

Date	Closing Price	Rating/Suitability	Date	Closing Price	Rating/Suitability
09/28/2004	28.47	Hold/Conservative			

**ANALYST COVERAGE CHANGES**

Analyst	From	To	Analyst	From	To
Douglas A. Fischer	09/28/2004				



Rating	Master List Companies	Current Rating Distribution	Past 12 months	
			Investment Banking Clients	% of Investment Banking Clients *
Buy	227	34%	36	16%
Hold/Neutral	430	63%	45	10%
Sell	19	3%	1	5%

\* Percentage of Investment Banking Clients on Master List by rating.

**OUR 3-TIER RATING SYSTEM (12-18 month time horizon)**

**Buy:** A total return is anticipated in excess of the market's long-term historic rate (approximately 10%). Total return expectations should be higher for stocks which possess greater risk.

**Hold:** Hold the shares, with neither a materially positive total return nor a materially negative total return is anticipated.

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**RISK SUITABILITY** (Relates to fundamental risk, including earnings predictability, balance sheet strength and price volatility)

**Conservative:** Fundamental risk approximates or is less than the market.

**Aggressive:** Fundamental risk is higher than the market.

**Speculative:** Fundamental risk is significantly higher than the market.

**COMPANY SPECIFIC DISCLOSURES:**

AGE expects to receive or intends to seek compensation for investment banking services within the next three months.

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The subject company is or was a client of AGE during the past 12 months for non-investment banking securities-related services and analyst is aware of same.

The views expressed in this research report accurately reflect my personal views about the subject company and its securities.

AGE's research analysts receive no compensation in connection with the firm's investment banking business. The analyst certifies that he/she receives no compensation that is directly or indirectly related to the specific recommendations or views contained within this report. Analysts may be eligible for annual bonus compensation based on the overall profitability of the firm, which takes into account revenues derived from all of the firm's business activities, including its investment banking business.

Price objectives and recommendations contained in this report are based on a time horizon of 12-18 months, but there is no guarantee the objective will be achieved within the specified time horizon. Price objectives are determined by a subjective review of fundamental and/or quantitative characteristics of the issuer and the security that is the subject of this report. A variety of methods may be used to determine the value of a security including, but not limited to, discounted cash flow, peer group comparisons, sum of the parts and enterprise values. All securities are subject to market, interest rate and general economic risks. Specific information is provided in the text of our most recent research report.

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Institutional Equity Research

July 31, 2006

## HAWAIIAN ELECTRIC INDUSTRIES, INC. HE - NYSE

Rating:  
**NEUTRAL**

Price: (7/31/06) \$28.60

Price Targets:  
12-18 month: \$28  
5-year: \$32

Industry:  
Utilities

**James L. Bellessa, Jr., CFA**  
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**Bryan H. Nicholls**  
Research Associate  
406.791.7240  
bnicholls@dadco.com

### Second Quarter 2006 Earnings Preview: Higher Results Likely Despite Mild Weather and Flat Yield Curve.

- Hawaiian Electric Industries, Inc. is scheduled to report 2Q'06 earnings on Tuesday, August 1<sup>st</sup>, after the market closes. A conference call with management will be held on Wednesday, August 2<sup>nd</sup> at 1:00 PM EDT/10:00 AM PDT
- We are forecasting EPS of \$0.40 for the quarter vs. \$0.34 per share reported in the same quarter a year ago. The consensus estimate is \$0.41 per share.
- Aided by interim rate relief put in place in September 2005, we are forecasting that the electric utility business will provide 2Q'06 earnings of \$0.27 vs. \$0.24 for the year ago quarter.
- However, quarterly utility results were likely negatively impacted by cooler temperatures as cooling degree days were approximately 4% below normal and 26% below last year's totals. This obviously suggests lower air conditioning loads. However, probably weighing more on electric demand is the increase in electric rates due to the passthrough of high fuel oil expenses.
- Additionally, we will be interested in how the quarter is impacted due to continual higher expenses arising from planned and unplanned plant outages of aging infrastructure.
- We believe the bank unit will contribute \$0.20 to EPS vs. \$0.17 for the year ago quarter. We also assume a \$0.5 million provision for loan losses which may not be needed. In recent quarters, the credit quality of the loan portfolio has been so high that no reserve additions have been required.
- Unique about HE is its corporate strategy of providing both electric and financial services within its territory. This strategy affords the company the opportunity to benefit from the very solid Hawaiian economy, with strong tourism trends and one of the lowest unemployment rates in the nation.
- We currently rate the shares of HE as **NEUTRAL**, with a target price of \$28, or 15.1x our 2007 EPS estimate of \$1.82. We continue to view the annual dividend of \$1.24 per share, representing a 4.3% current yield, as relatively safe.

### RESEARCH NOTE

Please refer to pages 2-3 of this report for detailed disclosure and certification information.



**D.A. Davidson & Co.**

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D.A. Davidson & Co. is a full service investment firm that provides both brokerage and investment banking services. James L. Bellessa, Jr., CFA and Bryan H. Nicholls, the research analysts principally responsible for the preparation of this report, will receive compensation that is based upon (among other factors) D.A. Davidson & Co.'s investment banking revenue. However, D.A. Davidson & Co.'s analysts are not directly compensated for involvement in specific investment banking transactions.

We, James L. Bellessa, Jr., CFA and Bryan H. Nicholls, attest that (i) all the views expressed in this research report accurately reflect our personal views about the common stock of the subject company, and (ii) no part of our compensation was, is, or will be, directly or indirectly, related to the specific recommendations or views expressed in this report.

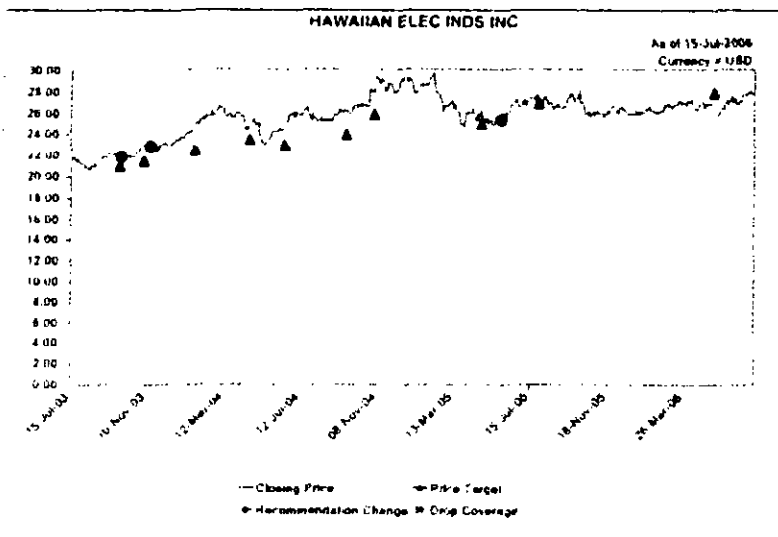
**Ratings Information**

D.A. Davidson & Co. Ratings	Buy	Neutral	Underperform
Risk adjusted return potential	Over 15% total return expected on a risk adjusted basis over next 12-18 months	>0-15% return potential on a risk adjusted basis over next 12-18 months	Likely to remain flat or lose value on a risk adjusted basis over next 12-18 months

Distribution of Ratings (as of 6/30/06)	Buy	Hold	Sell
Corresponding Institutional Research Ratings and Distribution	Buy 50%	Neutral 45%	Underperform 5%
Corresponding Private Client Research Ratings and Distribution	Outperform 76%	Market Perform 24%	Underperform 0%
Distribution of Combined Ratings	54%	42%	4%

Distribution of companies from whom D.A. Davidson & Co. has received compensation for investment banking services in last 12 mos.

Institutional Coverage	6%	4%	0%
Private Client Coverage	0%	0%	0%
Distribution of Combined Investment Banking	5%	3%	0%



**D.A. Davidson & Co. Institutional Research Rating Scale (maintained since 7/9/02)**  
Buy, Neutral, Underperform

**HAWAIIAN ELEC INDS INC**

Currency = USD

Date	Closing Price	Recommendation Change	Date	Closing Price	Price Target
25-May-2005	25.38	NEUTRAL	10-May-2006	26.82	28.00
14-Nov-2003	22.93	UNDERPERFORM	26-Jul-2005	26.92	27.00
01-Oct-2003	21.90	NEUTRAL	26-Apr-2005	25.83	25.00
			01-Nov-2004	28.29	26.00
			20-Sep-2004	26.06	24.00
			14-Jun-2004	24.85	23.00
			22-Apr-2004	25.10	23.50
			21-Jan-2004	24.70	27.50
			03-Nov-2003	23.08	21.50
			30-Sep-2003	21.77	21.00

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Target prices are our Institutional Research Department's evaluation of price potential over the next 12-18 months and 5 years, based upon our assessment of future earnings and cash flow, comparable company valuations, growth prospects and other financial criteria. Certain risks may impede achievement of these price targets including, but not limited to, broader market and macroeconomic fluctuations and unforeseen changes in the subject company's fundamentals or business trends.

### **Other Disclosures**

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## D.A. Davidson & Co.

Institutional Equity Research

MEMBER S E C

## HAWAIIAN ELECTRIC INDUSTRIES, INC. HE - NYSE

May 11, 2006

Rating:  
**NEUTRAL**

Price: (5/10/06) \$26.62

Price Targets:  
12-18 month: \$28 ↑  
5-year: \$32 ↑

Industry:  
Utilities

James L. Bellessa, Jr., CFA  
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Bryan H. Nicholls  
Research Associate  
406.791.7240  
bnicholls@dadco.com

FY(Dec)	2005A <sup>1</sup>	2006E	Y-O-Y Growth	2007E	Y-O-Y Growth
Revenue (\$M)	\$2,215.6	\$2,484.9	12%	\$2,534.2	2%
Previous		\$2,480.0		\$2,526.9	
Price/Revenue ratio	1.0x	.9x		.9x	
EPS Revised	<b>\$1.56</b>	<b>\$1.69</b>	8%	<b>\$1.85</b>	9%
Previous		\$1.66		\$1.82	
Price/EPS ratio	17.1x	15.7x		14.4x	
EBITDA (\$M)	\$413.6	\$447.1	8%	\$473.4	6%
EV/EBITDA ratio	7.9x	7.3x		6.9x	

Quarterly Data:	EPS	EPS Previous	Revenue (\$M)	Revenue Previous	EBITDA (\$M)
3/31/06A	<b>\$0.40</b>	\$0.32	\$575.0	\$570.8	\$106.6
6/30/06E	<b>\$0.40</b>	\$0.41	\$623.7	\$621.4	\$109.8
9/30/06E	<b>\$0.47</b>	\$0.49	\$650.6	\$651.9	\$118.0
12/31/06E	<b>\$0.42</b>	\$0.44	\$635.6	\$636.0	\$112.6

<sup>1</sup>See footnote detail on page 2.

Valuation Data			Trading Data	
Long-term growth rate (E)	3%		Shares outstanding (M)	81.1
Total Debt/Cap (3/31/06)	51.4%		Market Capitalization (\$M)	\$2,158
Cash per share (3/31/06)	\$2.97		\$2-week range	\$24.69 - \$28.76
Book value per share (3/31/06)	\$14.95		Average daily volume (3 mos.) (K)	208
Dividend (yield)	\$1.24 (4.7%)		Float	99%
Return on Equity (T-T-M)	11%		Index Membership	S&P 400 MidCap

### Raising 2006-07 EPS Forecast as Quarterly Results Beat Forecast. Raising Target Prices but Maintaining NEUTRAL Rating.

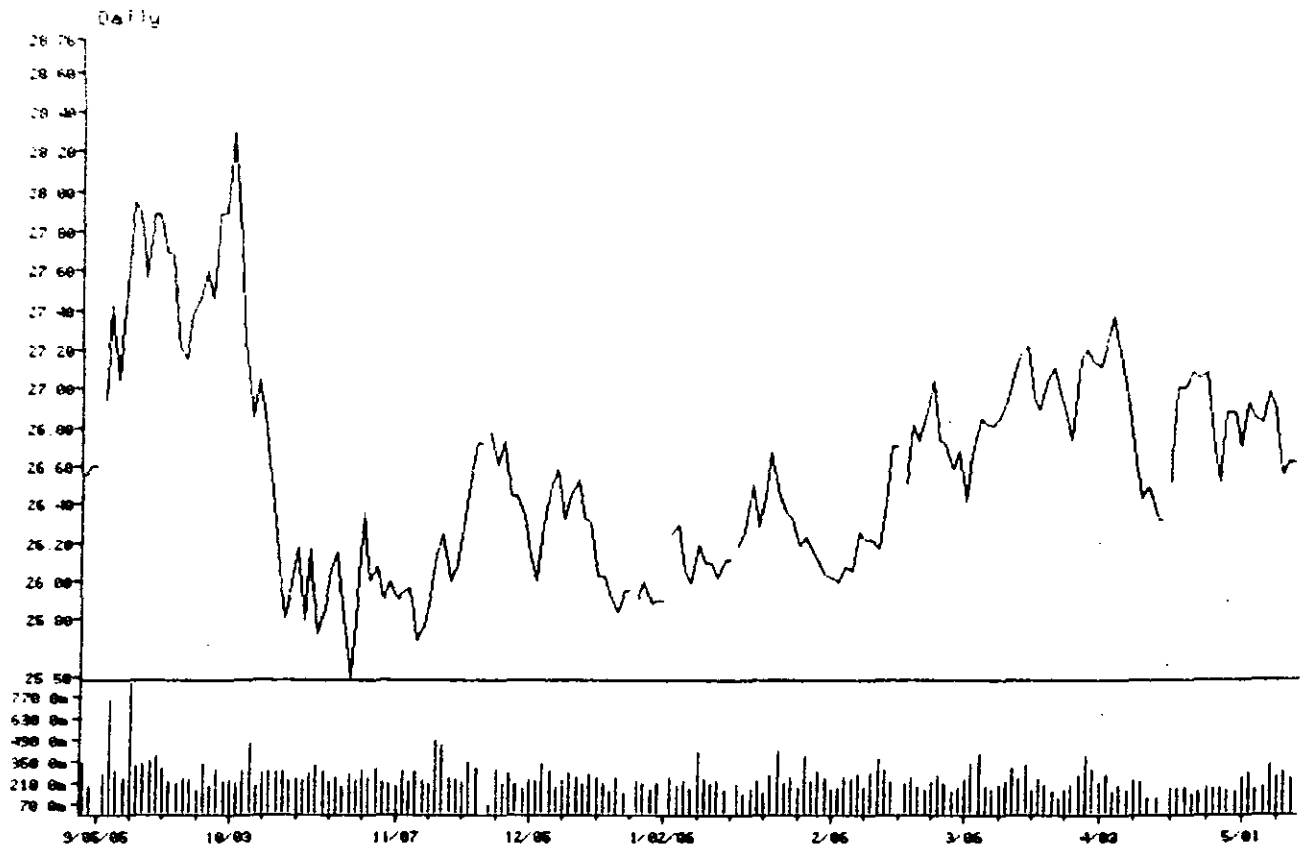
- Hawaiian Electric Industries reported 1Q'06 EPS of \$0.40. These results compare to \$0.30 per share a year ago and our forecast of \$0.33. Earnings were sharply up at the utility and slightly down at the bank.
- Electric utility EPS of \$0.26 compared to \$0.15 a year ago and our forecast of \$0.18. Utility results were helped by interim rate relief, a strong economy that pushed up electric demand, and lower purchase power capacity charges.
- Community bank EPS of \$0.21 compared to \$0.22 a year ago and matched our forecast. The quarter's results were adversely impacted by a flattening yield curve, and the absence of last year's loan loss reserve reversal.
- We are raising our EPS estimates for 2006 from \$1.66 to \$1.69 to reflect the first quarter's positive earnings variance, partially offset by a recent regulatory order. We are raising our 2007 EPS forecast from \$1.82 to \$1.85 to further factor in a potentially constructive rate case decision for the utility on the Big Island.
- We are raising our target price by a point to \$28, or 15.1x our revised 2007 EPS estimate. With the current share price less than \$2 below our 12-18 month target price, we continue to maintain our NEUTRAL rating for modest appreciation potential and 4.7% dividend yield.

#### Company Description:

Hawaiian Electric Industries, Inc. is a holding company engaged in the electric utility and banking businesses in the state of Hawaii. Hawaiian Electric Company, Inc. provides electric services on five islands, whose populations comprise 95% of the state's residents. American Savings Bank, FSB, is the state's third largest financial institution with \$6.9 billion in assets.

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Price Chart



Source: ILX

Footnotes from page 1:

- <sup>1</sup> Includes a 3Q'05 benefit of \$0.05/sh. for an unrealized gain on held-for-sale investment securities (stock of Hoku Scientific). Includes a 4Q'05 benefit of \$0.11/sh for the sale of an interest in a Georgia power plant on October 28, 2005 and a loss of \$0.01/sh. for the market down of held-for-sale investment securities.

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**EPS Exceed Forecast**

Hawaiian Electric Industries reported 1Q'06 EPS of \$0.40. These results compare to \$0.30 per share a year ago and our forecast of \$0.33. Earnings were sharply up at the utility and slightly down at the bank. The earnings drag of the "other" segment was comparable to the previous quarter.

Electric utility EPS of \$0.26 compared to \$0.15 a year ago and our forecast of \$0.18. Utility results were helped by interim rate relief that was granted in late September 2005, and a strong economy, lead by the tourism and construction industries. Also, helping utility results were lower purchase power capacity charges due primarily to lower availability caused by scheduled major maintenance by an independent power producer. Load growth from the economy, customer growth, and higher humidity in March was partially offset by slightly cooler weather. Holding back operating results were higher depreciation and taxes other than income taxes.

Community bank EPS of \$0.21 compared to \$0.22 a year ago and matched our forecast. The quarter's results were adversely impacted by a flattening yield curve, and the absence of last year's loan loss reserve reversal. These reductions to earnings were partially offset by higher noninterest income and lower noninterest expense.

"Other" segment loss of \$0.07 per share matched the loss of a year ago and our forecast. Lower stock-based compensation expense and non-officer bonuses were mostly offset by a mark-to-market loss on the company's stake in Hoku Scientific, Inc. (HOKU - \$5.55) and higher retirement benefit expense.

Consolidated 1Q'06 revenues of \$575 million rose \$102 million, or 22%, from \$473 million in 1Q'05. Operating income of \$69 million climbed \$12 million, or 22%, from \$57 million. Net income of \$32 million jumped 34%, from \$24 million.

**Maintenance Costs Decline**

Electric utility revenues in 1Q'06 of \$475 million rose \$100 million, or 27%, from \$375 million in 1Q'05. The bulk of the revenue increase was due to the pass through of higher fuel and power costs to ratepayers. The 1.8% increase in kilowatt-hour sales contributed \$11 million in revenues, while the interim rate relief added \$9 million to the quarter's revenues.

Utility expenses in the most recent quarter of \$429 million rose \$86 million, or 25%. All costs, except maintenance costs, rose. Maintenance costs slipped \$1 million because fewer generating unit overhauls were only partly offset by higher steam generation station maintenance. Management provided some cautionary words about future O&M expenses, saying it expected the overall trend of higher expense levels to continue due to load growth and increased retirement benefits expenses.

Electric utility net income in 1Q'06 of \$21 million climbed \$9 million, or 69%. This increase stemmed from a \$14 million improvement in utility operating income (before income taxes), a less than \$1 million increase in other income, offset by a \$5 million increase in utility net income taxes. On a per share basis, utility net income was \$0.26 versus \$0.15.

**Bank Results Held Back by Lower Net Yields and Absence of a Loan Loss Reversal**

Bank revenues in 1Q'06 of \$100 million grew \$3 million, or 3%, from \$97 million in 1Q'05. This increase was comprised of a \$2 million improvement in interest and investment income (due to higher average investment balances and higher yields on loans, partly offset by lower average balances and yields on investment and mortgage-related securities) and a \$1 million increase in fee and other income.

Bank expenses in 1Q'06 of \$73 million increased \$5 million, or 7%, from \$68 million in 1Q'05. The jump in expenses included a \$3 million increase in interest expense and a \$3 million drop in the aforementioned reversal of the allowance for loan losses, partially offset by a \$1 million drop in general and administrative expenses.

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Bank operating income of \$27 million dipped \$2 million, due to the absence of the reversal of last year's reversal of allowance for loan losses and a lower net interest margin, which is the difference between rates earned on investment assets and rates paid on funding liabilities. The 1Q'06 net interest margin of 3.29% compared to 3.36% a year earlier.

Bank net income in 1Q'06 of \$17 million dropped \$1 million, or 5%. This decrease stemmed from the drop in operating income. On a per share basis, bank net income was \$0.21 versus \$0.22.

**Lifting 2006 and 2007 EPS Projections**

We are raising our EPS estimates for 2006 from \$1.66 to \$1.69 to reflect the first quarter's positive earnings variance, partially offset by a regulatory order. The Oahu utility is to discontinue the recovery of lost margins and shareholder incentives for the utility's demand side management programs starting on May 26, 2006. Revenues that the Oahu utility expected to accrue for lost margins and shareholder incentives through the end of 2006 have been estimated by management at \$2.1 million, or \$0.02 per share.

We are raising our 2007 EPS forecast from \$1.82 to \$1.85 to further factor in a potentially constructive rate case decision for the utility on the Big Island and make other adjustments in our earnings model. In May 2006, the utility filed a request with the Public Utilities Commission to increase base rates by \$30 million, or 9.24% in base revenues, based on a 2006 test year and an 8.65% return on rate base (which includes an 11.25% return on common equity and a \$369 million average rate base).

**Maintaining NEUTRAL Rating**

We are raising our target price by a point to \$28, or 15.1x our revised 2007 EPS estimate. Over the past five years, the stock has been accorded a median multiple of 14.8x of year-forward earnings.

With the current share price less than \$2 below our 12-18 month target price, we continue to maintain our NEUTRAL rating. We view the annual dividend of \$1.24 per share, representing a 4.7% current yield, as relatively safe, and the major reason for investors to retain the shares.

James L. Bellessa, Jr., CFA  
Vice President and Senior Research Analyst  
406.791.7230

Bryan H. Nicholls  
Research Associate  
406.791.7240

D.A. Davidson & Co.

**Hawaiian Electric Industries, Inc.**  
**Balance Sheet**

(\$ in thousands - Fiscal year ends 12/31)

	2000	2001	2002	2003	2004	2005	2006
Cash and Equivalents (and Fed Funds Sold)	\$ 212,783	\$ 430,827	\$ 244,525	\$ 279,988	\$ 173,829	\$ 208,947	\$ 240,614
Accts. Receivable and Unbilled Revenue, net	188,058	164,124	178,327	187,716	206,633	249,473	228,771
Available-for-Sale Securities	184,688	1,613,710	1,960,288	1,787,177	2,853,372	2,629,351	2,609,180
Securities Pledged for Repo. Agreements	657,371	756,748	784,362	941,871	0	0	0
Held-to-Maturity Investment Securities	1,448,488	84,211	88,545	94,824	97,365	87,784	97,764
Loans Receivable, net	3,211,325	2,857,622	2,993,989	3,121,979	3,249,191	3,588,834	3,618,246
Property, Plant and Equipment	2,054,474	2,067,303	2,241,843	2,311,888	2,422,303	2,542,776	2,558,800
Regulatory Assets	116,823	111,376	0	0	108,830	110,719	111,438
Other	363,447	309,887	345,002	382,228	414,871	488,134	425,892
Goodwill and Intangibles	101,481	101,824	87,872	83,887	81,283	89,580	89,023
<b>Total Assets</b>	<b>8,518,684</b>	<b>8,517,843</b>	<b>8,833,553</b>	<b>8,201,158</b>	<b>8,719,257</b>	<b>8,951,577</b>	<b>9,979,706</b>
Accounts Payable	\$ 125,719	\$ 119,850	\$ 134,418	\$ 132,780	\$ 147,054	\$ 183,336	\$ 183,852
Deposit Liabilities	3,584,646	3,679,586	3,800,772	4,028,250	4,296,172	4,567,419	4,610,399
Short-Term Borrowings	104,388	0	0	0	78,811	141,758	182,584
Repurchase Agreements	586,504	683,180	867,247	831,335	811,438	686,784	1,623,287
FHLB Advances	1,249,252	1,032,752	1,178,252	1,017,083	888,231	935,500	
Long-Term Debt	1,068,731	1,145,769	1,106,270	1,064,420	1,168,735	1,142,983	1,133,041
Deferred Income Tax	187,420	185,438	235,431	228,580	229,785	207,987	195,874
Contributions in Aid of Construction	211,618	213,657	218,094	233,968	235,806	258,283	260,692
Other	297,041	293,742	257,315	273,442	325,307	368,580	319,566
Regulatory liabilities			57,059	71,882	187,089	219,204	224,598
Pref. Sec. of Trust Sub. and Sub. Debentures	200,000	200,000	200,000	200,000	0	0	
Pref. Stock of Subsidiaries	34,408	34,408	34,408	34,408	34,405	34,293	34,293
Stockholders' Equity	839,058	829,665	1,046,300	1,089,031	1,210,845	1,216,830	1,211,522
<b>Total Liabilities and Equity</b>	<b>8,518,684</b>	<b>8,517,843</b>	<b>8,833,553</b>	<b>8,201,158</b>	<b>8,719,257</b>	<b>8,951,577</b>	<b>9,979,706</b>
<b>Capital Structure (Excluding ASB's deposits, repos, and advances)</b>							
Long-Term and Short-term Debt	\$1,183,128	\$1,145,769	\$1,106,270	\$1,064,420	\$1,243,346	\$1,284,751	\$1,315,625
Trust Preferreds	200,000	200,000	200,000	200,000	0	0	0
Preferred Stock of Subs	34,408	34,408	34,408	34,408	34,405	34,293	34,293
Common Stock Equity	839,058	829,665	1,046,300	1,089,031	1,210,845	1,216,830	1,211,522
	<b>\$2,256,594</b>	<b>\$2,309,840</b>	<b>\$2,386,978</b>	<b>\$2,387,857</b>	<b>\$2,483,896</b>	<b>\$2,535,874</b>	<b>\$2,561,440</b>
<b>% Weighting of Capital Structure</b>							
Long-Term and Short-Term Debt	52.6%	48.8%	48.3%	44.8%	50.0%	50.7%	51.4%
Trust Preferreds	8.8%	8.7%	8.4%	8.4%	0.0%	0.0%	0.0%
Preferred Stock of Subs	1.5%	1.5%	1.4%	1.4%	1.4%	1.4%	1.3%
Common Stock Equity	37.0%	40.2%	41.8%	45.8%	48.7%	48.0%	47.3%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Common Shares Outstanding (000's)	85,862	71,200	73,618	75,838	80,887	80,887	81,060

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9



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We, James L. Bellessa, Jr., CFA and Bryan H. Nicholls, attest that (i) all the views expressed in this research report accurately reflect our personal views about the common stock of the subject company, and (ii) no part of our compensation was, is, or will be, directly or indirectly, related to the specific recommendations or views expressed in this report.

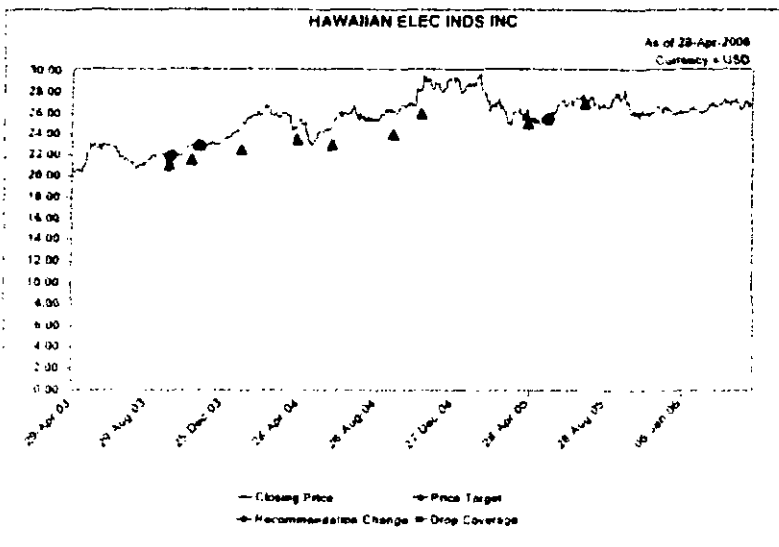
### Ratings Information

D.A. Davidson & Co. Ratings	Buy	Neutral	Underperform
Risk adjusted return potential	Over 15% total return expected on a risk adjusted basis over next 12-18 months	>0-15% return potential on a risk adjusted basis over next 12-18 months	Likely to remain flat or lose value on a risk adjusted basis over next 12-18 months

Distribution of Ratings (as of 3/31/06)	Buy	Hold	Sell
Corresponding Institutional Research Ratings and Distribution	Buy 42%	Neutral 47%	Underperform 11%
Corresponding Private Client Research Ratings and Distribution	Outperform 70%	Market Perform 30%	Underperform 0%
Distribution of Combined Ratings	46%	45%	9%

Distribution of companies from whom D.A. Davidson & Co. has received compensation for investment banking services in last 12 mos.

Institutional Coverage	5%	5%	5%
Private Client Coverage	0%	0%	0%
Distribution of Combined Investment Banking	4%	4%	5%



D.A. Davidson & Co. Institutional Research  
Rating Scale (maintained since 7/9/02)  
Buy, Neutral, Underperform

HAWAIIAN ELEC INDS INC					
Currency = USD					
Date	Closing Price	Recommendation Change	Date	Closing Price	Price Target
25-May-2005	25.38	NEUTRAL	26-Jul-2005	26.92	27.00
14-Nov-2003	22.93	UNDERPERFORM	26-Apr-2005	25.83	25.00
01-Oct-2003	21.90	NEUTRAL	01-Nov-2004	26.29	26.00
			20-Sep-2004	26.08	24.00
			14-Jul-2004	24.65	23.00
			22-Apr-2004	25.10	23.50
			21-Jan-2004	24.70	22.50
			03-Nov-2003	23.08	21.50
			30-Sep-2003	21.77	21.00

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**D.A. Davidson & Co.**

Institutional Equity Research

Member S.F.C.

## HAWAIIAN ELECTRIC INDUSTRIES, INC.

HE - NYSE

April 25, 2006

Rating:  
**NEUTRAL**

Price: (4/25/06) \$26.71

Price Targets:  
12-18 month: \$27  
5-year: \$31

Industry:  
Utilities

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**Bryan H. Nicholls**  
Research Associate  
406.791.7240  
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### First Quarter 2006 Earnings Preview: Electric Usage Curtailments and a Flat Yield Curve May Have Held Back Results.

- Hawaiian Electric Industries, Inc. is scheduled to report 1Q'06 earnings on Monday, May 1, after the market closes. As is customary for the 1Q release, management will not conduct a conference call; instead, it will hold a New York City analyst meeting which will be webcast on May 10.
- We are forecasting EPS of \$0.32 for the quarter vs. \$0.30 per share reported in the same quarter a year ago. The consensus estimate is \$0.37 per share.
- Aided by interim rate relief put in place in September 2005, we are forecasting that the electric utility business will provide 1Q'06 earnings of \$0.18 vs. \$0.15 for the year ago quarter.
- Quarterly utility results were likely impacted by a lengthy six weeks of cloudy conditions and cooling degree days that were approximately 2% below last year's totals. This suggests lower air conditioning loads. However, probably weighing more on electric demand was the sharp fly-up in electric rates due to the passthrough of much higher fuel oil expenses.
- We will be interested in how the quarter was pressured by utility expenses arising from planned and unplanned plant outages, calls for energy conservation during the quarter, near hurricane force wind damage, and record breaking rainfall levels during March.
- We believe the bank unit's quarterly EPS contribution, estimated at \$0.21, was flat-to-down from \$0.22 a year earlier due to challenges from a flat yield curve. We also assume a \$0.5 million provision for loan losses which may not be needed. In recent quarters, the credit quality of the loan portfolio has been so high that no reserve additions have been required, in fact in 1Q'05 there was a loan loss reversal that added \$0.02 to EPS, but which we do not anticipate will be repeated for 1Q'06.
- Unique about HE is its corporate strategy of providing both electric and financial services within its territory. This strategy affords the company the opportunity to benefit from the very solid Hawaiian economy, with strong tourism trends and the lowest unemployment rate in the nation.
- We currently rate the shares of HE as NEUTRAL, with a target price of \$27, or 15.5x the average of our 2006 and 2007 EPS estimates of \$1.66 and \$1.82, respectively. Over the past half decade, HE has been accorded a median PE ratio on year forward earnings of 15.0x. We continue to view the annual dividend of \$1.24 per share, representing a 4.6% current yield, as relatively safe.

### RESEARCH NOTE

Please refer to pages 2-3 of this report for detailed disclosure and certification information.

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We, James L. Bellessa, Jr., CFA and Bryan H. Nicholls, attest that (i) all the views expressed in this research report accurately reflect our personal views about the common stock of the subject company, and (ii) no part of our compensation was, is, or will be, directly or indirectly, related to the specific recommendations or views expressed in this report.

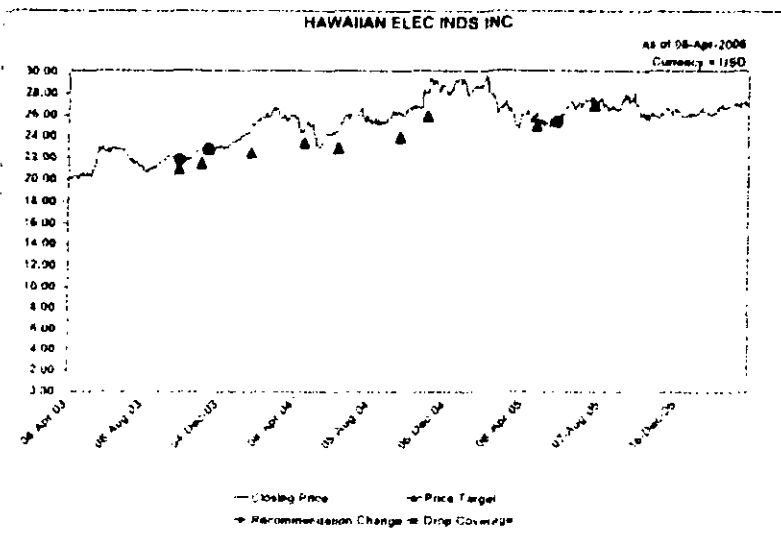
**Ratings Information**

D.A. Davidson & Co. Ratings	Buy	Neutral	Underperform
Risk adjusted return potential	Over 15% total return expected on a risk adjusted basis over next 12-18 months	>0-15% return potential on a risk adjusted basis over next 12-18 months	Likely to remain flat or lose value on a risk adjusted basis over next 12-18 months

Distribution of Ratings (as of 3/31/06)	Buy	Hold	Sell
Corresponding Institutional Research Ratings and Distribution	Buy 42%	Neutral 47%	Underperform 11%
Corresponding Private Client Research Ratings and Distribution	Outperform 70%	Market Perform 30%	Underperform 0%
Distribution of Combined Ratings	46%	45%	9%

Distribution of companies from whom D.A. Davidson & Co. has received compensation for investment banking services in last 12 mos.

Institutional Coverage	5%	5%	5%
Private Client Coverage	0%	0%	0%
Distribution of Combined Investment Banking	4%	4%	5%



**D.A. Davidson & Co. Institutional Research Rating Scale (maintained since 7/9/02)**  
Buy, Neutral, Underperform

HAWAIIAN ELEC INDS INC

Currency = USD

Date	Closing Price	Recommendation Change	Date	Closing Price	Price Target
25-May-2005	25.36	NEUTRAL	25-Jul-2005	25.82	27.00
14-Nov-2003	22.83	UNDERPERFORM	26-Apr-2005	25.83	26.00
01-Oct-2003	21.80	NEUTRAL	01-Nov-2004	28.29	26.00
			20-Sep-2004	28.08	24.00
			14-Jun-2004	24.65	23.00
			22-Apr-2004	25.10	23.50
			21-Jan-2004	24.70	23.50
			03-Nov-2003	23.08	21.50
			30-Sep-2003	21.77	21.00

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Target prices are our Institutional Research Department's evaluation of price potential over the next 12-18 months and 5 years, based upon our assessment of future earnings and cash flow, comparable company valuations, growth prospects and other financial criteria. Certain risks may impede achievement of these price targets including, but not limited to, broader market and macroeconomic fluctuations and unforeseen changes in the subject company's fundamentals or business trends.

### Other Disclosures

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Institutional Equity Research

# HAWAIIAN ELECTRIC INDUSTRIES, INC.

HE - NYSE

February 1, 2006

Rating:  
**NEUTRAL**

Price: (1/31/06) \$26.23

Price Targets:  
12-18 month: \$27  
5-year: \$31

Industry:  
Utilities

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FY(Dec)	2005A <sup>1</sup>	2006E	Y-O-Y Growth	2007E	Y-O-Y Growth
Revenue (\$M)	\$2,215.6	\$2,480.0	12%	\$2,526.9	2%
Previous	\$2,201.0	\$2,268.5		\$2,299.1	
Price/Revenue ratio	1.0x	.9x		.8x	
EPS Revised	\$1.56	\$1.66	6%	\$1.82	10%
Previous	\$1.56	\$1.69		\$1.78	
Price/EPS ratio	16.8x	15.8x		14.4x	
EBITDA (\$M)	\$417.5	\$439.5	5%	\$465.3	6%
EV/EBITDA ratio	7.7x	7.3x		6.9x	

Quarterly Data:	EPS	EPS Previous	Revenue (\$M)	Revenue Previous	EBITDA (\$M)
3/31/06E	\$0.32	\$0.37	\$570.8	\$528.5	\$97.9
6/30/06E	\$0.41	\$0.42	\$621.4	\$566.7	\$109.0
9/30/06E	\$0.49	NC	\$651.9	\$592.5	\$119.2
12/31/06E	\$0.44	\$0.41	\$636.0	\$580.8	\$113.4

<sup>1</sup>See footnote detail on page 2.

Valuation Data	
Long-term growth rate (E)	3%
Total Debt/Cap (9/30/05)	\$0.9%
Cash per share (9/30/05)	\$2.87
Book value per share (9/30/05)	\$14.99
Dividend (yield)	\$1.24 (4.7%)
Return on Equity (T-T-M)	10%

Trading Data	
Shares outstanding (M)	81.0
Market Capitalization (\$M)	\$2,123
52-week range	\$24.60 - \$29.79
Average daily volume (3 mos.) (K)	229
Float	99%
Index Membership	S&P 400 MidCap

## Quarterly Results Match Forecast. Fine Tuning 2006-07 EPS Estimates. Maintaining Target Prices and NEUTRAL Rating.

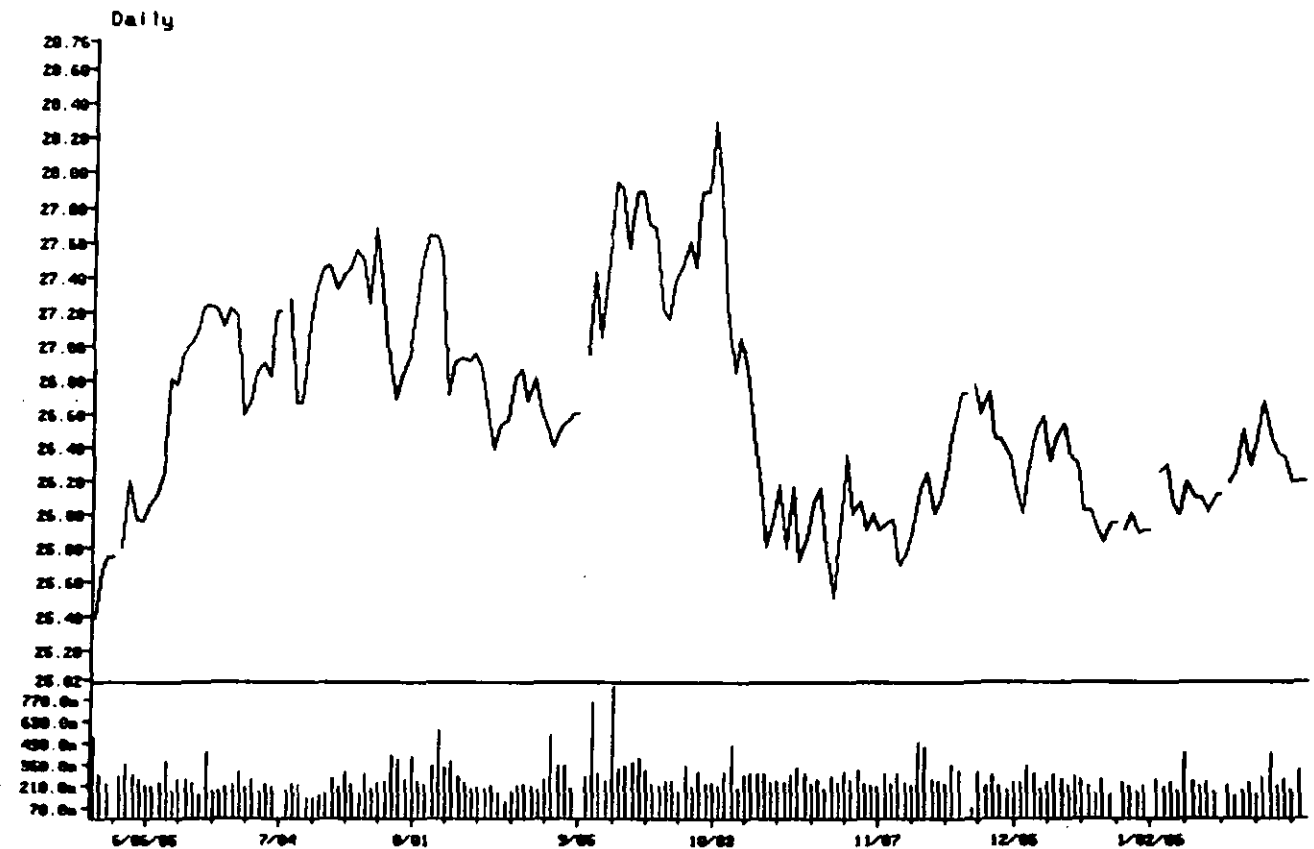
- Hawaiian Electric Industries reported 4Q'05 EPS of \$0.46, including an \$0.11 benefit from the sale of an interest in a Georgia power plant. These results compare to \$0.31 per share a year ago and match our forecast of \$0.46.
- EPS was up in each of the firm's three segments, with electric utility EPS of \$0.22 vs. \$0.16, community bank EPS of \$0.22 vs. \$0.21, and "other" segment EPS of \$0.02 vs. (\$0.06).
- We are lowering our 2006 EPS estimate from \$1.69 to \$1.66 to reflect on-going plant overhaul costs and unrecovered utility operating expenses, particularly higher retirement expenses, partially offset by better earnings power at the bank than we were previously assuming.
- We are raising our 2007 EPS forecast from \$1.78 to \$1.82 to partially factor in potentially constructive rate case decisions for the utility, as well as a higher base of earnings at the bank than we were previously assuming.
- We are maintaining our target price of \$27, or 15.5x the average of our revised 2006 and 2007 EPS estimates.
- With the current share price near our 12-18 month target price, we continue to maintain our NEUTRAL rating. We view the annual dividend of \$1.24 per share, representing a 4.7% current yield, as relatively safe, and the major reason for investors to retain the shares.

### Company Description:

Hawaiian Electric Industries, Inc. is a holding company engaged in the electric utility and banking businesses in the state of Hawaii. Hawaiian Electric Company, Inc. provides electric services on five islands, whose populations comprise 95% of the state's residents. American Savings Bank, FSB, is the state's third largest financial institution with \$6.9 billion in assets.

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Price Chart



Footnotes from page 1:

- <sup>1</sup> Includes a 3Q'05 benefit of \$0.05/sh. for an unrealized gain on held-for-sale investment securities (stock of Hoku Scientific).  
Includes a 4Q'05 benefit of \$0.11/sh for the sale of an interest in a Georgia power plant on October 28, 2005 and a loss of \$0.01/sh. for the market down of held-for-sale investment securities.

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**EPS Match Forecast**

Hawaiian Electric Industries reported 4Q'05 EPS of \$0.46, including an \$0.11 benefit from the sale of an interest in a Georgia power plant. These results compare to \$0.31 per share a year ago and match our forecast of \$0.46. EPS was up in each of the firm's three segments.

Electric utility EPS of \$0.22 vs. \$0.16 was sharply higher since the year-ago results were depressed by the high costs of repairs and maintenance, including an unscheduled major overhaul of a 50-megawatt peaking unit on Oahu. Utility results were also helped by interim rate relief that was granted in late September 2005 and a strong economy lead by the tourism and housing industries. Quarterly utility results were held back by milder weather, which reduced air conditioning load, and by higher retirement benefits expense. Cooling degree days for the 4Q'05 in the utility's service territory were approximately 8% below normal and 13% below last year's totals.

Community bank EPS of \$0.22 vs. \$0.21 was above our forecast by \$0.02 due to a higher net interest margin than we were forecasting (3.41% vs. our forecast of 3.34%), and the absence of a loan loss reserve which we were assuming. Results were held back in 4Q'05 by the absences of the year-earlier state franchise tax settlement agreement and accounting reversal. Results were also hurt by a charge incurred for the prepayment of a high-cost Federal Home Loan Bank (FHLB) advance. The silver lining of this charge will be lower future funding costs.

At year-end 2004, American Savings Bank (ASB), Hawaiian Electric Industries' community bank subsidiary, settled its dispute with the State of Hawaii Department of Taxation (DOT). The dispute involved tax deductions the bank had been taking since 1998 for dividends received from a real estate investment trust subsidiary. As a result of the settlement agreement, ASB recognized \$3.5 million, or \$0.04 per share, in additional net income in 4Q'04, representing a partial reversal of amounts previously charged to net income. Also, ASB received a 4Q'04 benefit of \$2.5 million pre-tax, or \$1.5 million after tax (\$0.02 per share) from correcting the accounting procedure for amortizing premiums and discounts on the bank's mortgage-backed securities portfolio.

"Other" segment EPS of \$0.02 vs. (\$0.06) was sharply higher due primarily to the aforementioned plant sale gain of \$0.11.

Consolidated 4Q'05 revenues of \$624.8 million rose \$106.4 million, or 21%, from \$518.4 million in 4Q'04. Operating income of \$76.1 million climbed \$21.6 million, or 40%, from \$54.5 million. Net income of \$37.5 million jumped 51%, from \$24.8 million. This \$12.7 million increase in net income included the plant sale gain of \$9.0 million.

**Unscheduled Maintenance Costs Decline**

Electric utility revenues in 4Q'05 of \$510.5 million rose \$87.2 million, or 21%, from \$423.4 million in 4Q'04. Although kilowatt-hour sales were flat, higher electric rates passed along most of the \$71.4 million increase in fuel and power costs to ratepayers. Additionally, the interim rate relief added \$10.0 million to the quarter's revenues.

Utility expenses in the most recent quarter of \$470.6 million rose \$78.4 million, or 20%. All costs, except maintenance costs, rose. Maintenance costs slipped \$3.9 million because of the timing and scope of the year-ago generating unit overhauls.

Electric utility net income in 4Q'05 of \$18.2 million climbed \$4.9 million, or 37%. This increase stemmed from an \$8.4 million improvement in utility operating income (before income taxes), a \$1.2 million increase in other income, offset by a \$4.6 million increase in utility net income taxes. On a per share basis, utility net income was \$0.22 versus \$0.16.

**Bank Results Helped by Higher Balances and Net Yields**

Bank revenues in 4Q'05 of \$101.3 million grew \$6.6 million, or 7%, from \$94.7 million in 4Q'04. This increase was comprised of a \$5.8 million improvement in interest and investment income, due to higher average investment balances and higher yields on loans and mortgage-related securities, and a \$0.7 million increase in fee and other income.



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Bank expenses in 4Q'05 of \$73.5 million increased \$8.1 million, or 12%, from \$65.4 million in 4Q'04. The jump in expenses included a \$2.0 million increase in interest expense and a \$6.0 million increase in general and administrative expenses. The rise in G&A expenses included the aforementioned charge for the prepayment of a FHLB advance of approximately \$1.7 million.

Bank operating income of \$27.8 million dipped \$1.5 million, due to the FHLB prepayment charge, offset by a higher net interest margin, which is the difference between rates earned on investment assets and rates paid on funding liabilities. The 4Q'05 net interest margin of 3.41% compared to 3.10% a year earlier.

Bank net income in 4Q'04 of \$17.7 million rose \$1.0 million, or 6%. This increase stemmed from a \$1.1 million decrease in bank income taxes and the absence of the year-ago \$1.4 million preferred stock dividend payment. At the end of 2004, the bank's preferred stock of \$75 million held by the parent company was converted to common equity, with no preferred stock dividend paid in the recent quarter. On a per share basis, bank net income was \$0.22 versus \$0.21, including the drag of \$0.01 from the prepayment of the FLHB advance.

"Other" revenues of \$12.9 million rose sharply from \$0.3 million a year earlier, due primarily to the \$14.0 million in pre-tax proceeds from the sale of the interest in the Georgia plant. "Other" expenses of \$4.6 million declined from \$6.2 million a year ago. On a per share basis, "other and parent company" contributed a profit of \$0.02 versus a loss of \$0.06 a year earlier. This positive EPS variance is essentially due to the \$0.11 per share after tax gain from the sale of the interest in the Georgia plant.

#### Trimming Projected 2006 EPS

We are lowering our EPS estimates for 2006 to reflect on-going plant overhaul costs and unrecovered utility operating expenses, particularly retirement expenses, partially offset by better results at the bank than we were previously assuming. Our 2006 EPS is reduced from \$1.69 to \$1.66. We believe this year's results should be aided by the September 2005 rate order on Oahu that increased annual rates by about \$41 million. We also expect a second half benefit from a rate case on the Big Island. Last December, the utility filed a notice of intent before the Public Utilities Commission that it would be filing a rate case for its Hawaii Island subsidiary in 2006. The utility is evaluating the need for future rate cases on Oahu and Maui.

We are raising our 2007 EPS forecast from \$1.78 to \$1.82 to partially factor in potentially constructive rate case decisions for the utility, as well as a higher base of earnings at the bank than we were previously assuming. Management does not provide annual or quarterly guidance.

#### Maintaining NEUTRAL Rating

We are maintaining our target price of \$27, or 15.5x the average of our revised 2006 and 2007 EPS estimates. Over the past five years, the stock has been accorded a median multiple of 14.7x of year-forward earnings.

With the current share price near our 12-18 month target price, we continue to maintain our NEUTRAL rating. We view the annual dividend of \$1.24 per share, representing a 4.7% current yield, as relatively safe, and the major reason for investors to retain the shares.

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**Hawaiian Electric Industries, Inc.**  
**Balance Sheet**

\$\$ in thousands -- Fiscal year ends 12/31

	2000	2001	2002	2003	2004	2005
Cash and Equivalents (and Fed Funds Sold)	\$ 212,783	\$ 450,827	\$ 244,826	\$ 279,988	\$ 173,628	\$ 232,475
Accts. Receivable and Unbilled Revenue, net	188,056	184,124	176,327	187,716	208,533	238,133
Available-for-Sale Securities	164,668	1,613,710	1,960,288	1,787,177	2,034,091	1,929,433
Securities Pledged for Repo. Agreements	857,371	756,749	784,382	941,571	918,281	813,136
Held-to-Maturity Investment Securities	1,448,466	84,211	89,545	94,824	87,365	97,764
Loans Receivable, net	3,211,326	2,857,822	2,963,969	3,121,979	3,248,191	3,501,540
Property, Plant and Equipment	2,054,474	2,067,503	2,241,843	2,311,888	2,422,303	2,488,603
Regulatory Assets	118,823	111,376	0	0	108,830	109,518
Other	363,447	309,867	345,002	382,228	414,971	474,220
Goodwill and Intangibles	101,481	101,854	97,572	93,887	81,263	88,698
<b>Total Assets</b>	<b>8,518,694</b>	<b>8,517,843</b>	<b>8,933,553</b>	<b>9,201,158</b>	<b>9,719,257</b>	<b>9,975,518</b>
Accounts Payable	\$ 125,719	\$ 119,850	\$ 134,416	\$ 132,780	\$ 153,843	\$ 182,470
Deposit Liabilities	3,584,846	3,678,566	3,800,772	4,026,280	4,296,172	4,551,837
Short-Term Borrowings	104,398	0	0	0	78,811	120,642
Repurchase Agreements	596,504	663,180	667,247	831,335	811,438	681,427
FHLB Advances	1,249,252	1,032,752	1,178,252	1,017,053	988,231	1,008,200
Long-Term Debt	1,088,731	1,145,769	1,106,270	1,064,420	1,166,735	1,173,009
Deferred Income Tax	187,420	185,438	235,431	226,590	229,765	234,339
Contributions in Aid of Construction	211,518	213,557	218,094	233,969	235,505	242,505
Other	297,041	293,742	257,316	273,442	318,418	320,208
Regulatory liabilities			57,050	71,882	197,089	213,230
Ref. Sec. of Trust Sub. and Sub. Debentures	200,000	200,000	200,000	200,000	0	0
Ref. Stock of Subsidiaries	34,406	34,406	34,406	34,406	34,406	34,283
<b>Stockholders' Equity</b>	<b>839,059</b>	<b>929,885</b>	<b>1,046,300</b>	<b>1,089,031</b>	<b>1,210,945</b>	<b>1,213,358</b>
<b>Total Liabilities and Equity</b>	<b>8,518,694</b>	<b>8,517,843</b>	<b>8,933,553</b>	<b>9,201,158</b>	<b>9,719,257</b>	<b>9,975,518</b>

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Hawaiian Electric Industries, Inc.  
Consolidated Statements of Income  
\$ in thousands - Fiscal year ends 12/31

	1994	1995	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Revenues												
Electric Utility	\$ 427,378	\$ 429,779	\$ 429,720	\$ 431,328	\$ 430,540	\$ 430,540	\$ 430,540	\$ 430,540	\$ 430,540	\$ 430,540	\$ 430,540	\$ 430,540
Bank	84,746	87,234	91,846	97,431	101,389	101,389	101,389	101,389	101,389	101,389	101,389	101,389
Other	265	329	368	7,165	12,810	12,810	12,810	12,810	12,810	12,810	12,810	12,810
Total Revenues	\$ 512,389	\$ 517,342	\$ 521,934	\$ 535,924	\$ 544,739	\$ 544,739	\$ 544,739	\$ 544,739	\$ 544,739	\$ 544,739	\$ 544,739	\$ 544,739
Expenses												
Electric Utility	\$ 382,240	\$ 383,166	\$ 387,163	\$ 392,366	\$ 392,823	\$ 392,823	\$ 392,823	\$ 392,823	\$ 392,823	\$ 392,823	\$ 392,823	\$ 392,823
Bank	65,424	66,271	68,744	71,493	73,501	73,501	73,501	73,501	73,501	73,501	73,501	73,501
Other	8,225	12,818	2,888	3,277	5,572	5,572	5,572	5,572	5,572	5,572	5,572	5,572
Total Expenses	\$ 455,889	\$ 462,255	\$ 458,795	\$ 467,136	\$ 471,896	\$ 471,896	\$ 471,896	\$ 471,896	\$ 471,896	\$ 471,896	\$ 471,896	\$ 471,896
Operating Income	\$ 56,500	\$ 55,087	\$ 63,139	\$ 68,788	\$ 72,943	\$ 72,943	\$ 72,943	\$ 72,943	\$ 72,943	\$ 72,943	\$ 72,943	\$ 72,943
Electric Utility	\$ 56,500	\$ 55,087	\$ 63,139	\$ 68,788	\$ 72,943	\$ 72,943	\$ 72,943	\$ 72,943	\$ 72,943	\$ 72,943	\$ 72,943	\$ 72,943
Bank	29,324	29,324	29,324	29,324	29,324	29,324	29,324	29,324	29,324	29,324	29,324	29,324
Other	27,176	25,763	33,815	39,464	43,619	43,619	43,619	43,619	43,619	43,619	43,619	43,619
Total Operating Income	\$ 56,500	\$ 55,087	\$ 63,139	\$ 68,788	\$ 72,943	\$ 72,943	\$ 72,943	\$ 72,943	\$ 72,943	\$ 72,943	\$ 72,943	\$ 72,943
Interest Expense, net of tax benefit	\$ (1,116)	\$ (1,116)	\$ (1,116)	\$ (1,116)	\$ (1,116)	\$ (1,116)	\$ (1,116)	\$ (1,116)	\$ (1,116)	\$ (1,116)	\$ (1,116)	\$ (1,116)
Preferred Stock Dividends of Subsidiaries	\$ (1,116)	\$ (1,116)	\$ (1,116)	\$ (1,116)	\$ (1,116)	\$ (1,116)	\$ (1,116)	\$ (1,116)	\$ (1,116)	\$ (1,116)	\$ (1,116)	\$ (1,116)
Net Income	\$ 54,268	\$ 52,855	\$ 60,907	\$ 66,556	\$ 70,711	\$ 70,711	\$ 70,711	\$ 70,711	\$ 70,711	\$ 70,711	\$ 70,711	\$ 70,711
AFUDC - Debt	\$ 2,642	\$ 2,642	\$ 2,642	\$ 2,642	\$ 2,642	\$ 2,642	\$ 2,642	\$ 2,642	\$ 2,642	\$ 2,642	\$ 2,642	\$ 2,642
AFUDC - Equity	\$ 2,642	\$ 2,642	\$ 2,642	\$ 2,642	\$ 2,642	\$ 2,642	\$ 2,642	\$ 2,642	\$ 2,642	\$ 2,642	\$ 2,642	\$ 2,642
Pre-Tax Income	\$ 59,552	\$ 58,139	\$ 66,191	\$ 71,840	\$ 75,995	\$ 75,995	\$ 75,995	\$ 75,995	\$ 75,995	\$ 75,995	\$ 75,995	\$ 75,995
Income Taxes	\$ (13,000)	\$ (13,000)	\$ (13,000)	\$ (13,000)	\$ (13,000)	\$ (13,000)	\$ (13,000)	\$ (13,000)	\$ (13,000)	\$ (13,000)	\$ (13,000)	\$ (13,000)
Income from Continuing Operations	\$ 46,552	\$ 45,139	\$ 53,191	\$ 58,840	\$ 62,995	\$ 62,995	\$ 62,995	\$ 62,995	\$ 62,995	\$ 62,995	\$ 62,995	\$ 62,995
Discontinued Operations, Net of Tax	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Net Income	\$ 46,552	\$ 45,139	\$ 53,191	\$ 58,840	\$ 62,995	\$ 62,995	\$ 62,995	\$ 62,995	\$ 62,995	\$ 62,995	\$ 62,995	\$ 62,995
Applicable Shares	80,841	79,716	81,213	81,234	81,234	81,234	81,234	81,234	81,234	81,234	81,234	81,234
Earnings Per Share												
Continuing Operations	\$ 0.58	\$ 0.57	\$ 0.65	\$ 0.71	\$ 0.76	\$ 0.76	\$ 0.76	\$ 0.76	\$ 0.76	\$ 0.76	\$ 0.76	\$ 0.76
Discontinued Operations	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
GAAP EPS	\$ 0.58	\$ 0.57	\$ 0.65	\$ 0.71	\$ 0.76	\$ 0.76	\$ 0.76	\$ 0.76	\$ 0.76	\$ 0.76	\$ 0.76	\$ 0.76
Dividends Per Share	\$ 0.31	\$ 0.31	\$ 0.31	\$ 0.31	\$ 0.31	\$ 0.31	\$ 0.31	\$ 0.31	\$ 0.31	\$ 0.31	\$ 0.31	\$ 0.31
Dividend Payout Ratio of GAAP EPS	53.4%	53.4%	47.2%	43.8%	40.0%	40.0%	40.0%	40.0%	40.0%	40.0%	40.0%	40.0%
Tax Rate	33.6%	33.6%	33.6%	33.6%	33.6%	33.6%	33.6%	33.6%	33.6%	33.6%	33.6%	33.6%
Net Income by Segment (joint, opt.)												
Electric Utility	\$ 46,552	\$ 45,139	\$ 53,191	\$ 58,840	\$ 62,995	\$ 62,995	\$ 62,995	\$ 62,995	\$ 62,995	\$ 62,995	\$ 62,995	\$ 62,995
Bank	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
Other (operating income)	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
Unaffiliated Parent Company	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
Total	\$ 46,552	\$ 45,139	\$ 53,191	\$ 58,840	\$ 62,995	\$ 62,995	\$ 62,995	\$ 62,995	\$ 62,995	\$ 62,995	\$ 62,995	\$ 62,995
EPS by Segment (joint, operations)												
Electric Utility	\$ 0.58	\$ 0.57	\$ 0.65	\$ 0.71	\$ 0.76	\$ 0.76	\$ 0.76	\$ 0.76	\$ 0.76	\$ 0.76	\$ 0.76	\$ 0.76
Bank	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
Other (operating income)	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
Unaffiliated Parent Company	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
Total	\$ 0.58	\$ 0.57	\$ 0.65	\$ 0.71	\$ 0.76	\$ 0.76	\$ 0.76	\$ 0.76	\$ 0.76	\$ 0.76	\$ 0.76	\$ 0.76

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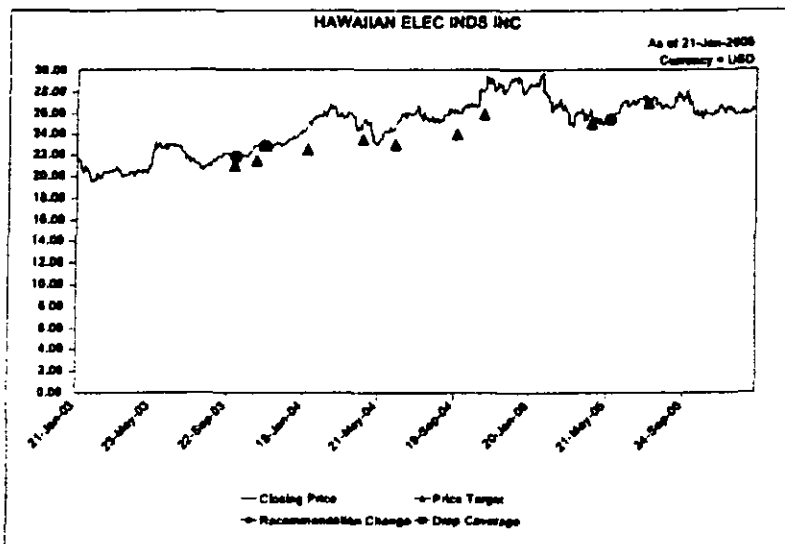
**Ratings Information**

D.A. Davidson & Co. Ratings	Buy	Neutral	Underperform
Risk adjusted return potential	Over 15% total return expected on a risk adjusted basis over next 12-18 months	>0-15% return potential on a risk adjusted basis over next 12-18 months	Likely to remain flat or lose value on a risk adjusted basis over next 12-18 months

Distribution of Ratings (as of 12/31/05)	Buy	Hold	Sell
Corresponding Institutional Research Ratings and Distribution	Buy 40%	Neutral 50%	Underperform 10%
Corresponding Private Client Research Ratings and Distribution	Outperform 88%	Market Perform 12%	Underperform 0%
Distribution of Combined Ratings	48%	44%	8%

Distribution of companies from whom D.A. Davidson & Co. has received compensation for investment banking services in last 12 mos.

Institutional Coverage	8%	5%	6%
Private Client Coverage	0%	0%	0%
Distribution of Combined Investment Banking	6%	4%	6%



**D.A. Davidson & Co. Institutional Research Rating Scale (maintained since 7/9/02)**  
Buy, Neutral, Underperform

Currency = USD			HAWAIIAN ELEC INDS INC		
Date	Closing Price	Recommendation Change	Date	Closing Price	Price Target
25-May-2005	25.38	NEUTRAL	28-Jul-2005	26.92	27.00
14-Nov-2003	22.93	UNDERPERFORM	26-Apr-2005	25.83	25.00
01-Oct-2003	21.90	NEUTRAL	01-Nov-2004	26.29	26.00
			20-Sep-2004	26.08	24.00
			14-Jun-2004	24.65	23.00
			22-Apr-2004	25.10	23.50
			21-Jan-2004	24.70	22.50
			03-Nov-2003	23.08	21.50
			30-Sep-2003	21.77	21.00

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Target prices are our Institutional Research Department's evaluation of price potential over the next 12-18 months and 5 years, based upon our assessment of future earnings and cash flow, comparable company valuations, growth prospects and other financial criteria. Certain risks may impede achievement of these price targets including, but not limited to, broader market and macroeconomic fluctuations and unforeseen changes in the subject company's fundamentals or business trends.

### **Other Disclosures**

Information contained herein has been obtained by sources we consider reliable, but is not guaranteed and we are not soliciting any action based upon it. Any opinions expressed are based on our interpretation of data available to us at the time of the original publication of the report. These opinions are subject to change at any time without notice. Investors must bear in mind that inherent in investments are the risks of fluctuating prices and the uncertainties of dividends, rates of return and yield. Investors should also remember that past performance is not necessarily an indicator of future performance and D.A. Davidson & Co. makes no guarantee, express or implied, as to future performance. Investors should note this report was prepared by D.A. Davidson & Co.'s Institutional Research Department for distribution to D.A. Davidson & Co.'s institutional investor clients and assumes a certain level of investment sophistication on the part of the recipient. Readers, who are not institutional investors or other market professionals, should seek the advice of their individual investment advisor for an explanation of this report's contents, and should always seek such advisor's advice before making any investment decisions. Further information and elaboration will be furnished upon request.

DAVIDSON  
COMPANIES

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member SIPC

Institutional Equity Research

## HAWAIIAN ELECTRIC INDUSTRIES, INC.

HE - NYSE

November 21, 2005

Rating:

**NEUTRAL**

Price: (11/21/05) \$26.17

Price Targets:

12-18 month: \$27

5-year: \$31

Industry:

Utilities

James L. Bellessa, Jr., CFA

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FY(Dec)	2004A <sup>1</sup>	2005E <sup>2</sup>	Y-O-Y Growth	2006E	Y-O-Y Growth
Revenue (\$M)	\$1,924.1	\$2,201.0	14%	\$2,268.5	3%
Previous	-	NC		\$2,375.2	
Price/Revenue ratio	1.1x	1.0x		.9x	
EPS Revised	\$1.38	\$1.56	13%	\$1.69	8%
Previous	-	NC		\$1.72	
Price/EPS ratio	19.0x	16.8x		15.5x	
EBITDA (\$M)	\$412.5	\$418.3	1%	\$446.3	7%
EV/EBITDA ratio	7.8x	7.7x		7.2x	

Quarterly Data:	EPS	EPS Previous	Revenue (\$M)	Revenue Previous	EBITDA (\$M)
3/31/05A	\$0.30	-	\$472.6	-	\$90.2
6/30/05A	\$0.34	-	\$522.3	-	\$100.8
9/30/05A <sup>1</sup>	\$0.46	-	\$595.9	-	\$112.4
12/31/05E <sup>2</sup>	\$0.46	NC	\$610.2	NC	\$115.0

<sup>1,2</sup> See footnote detail on page 2.

### Valuation Data

Long-term growth rate (E)	3%
Total Debt/Cap (9/30/05)	50.9%
Cash per share (9/30/05)	\$2.87
Book value per share (9/30/05)	\$14.99
Dividend (yield)	\$1.24 (4.7%)
Return on Equity (T-T-M)	9%

### Trading Data

Shares outstanding (M)	81.0
Market Capitalization (\$M)	\$2,119
52-week range	\$24.60 - \$29.79
Average daily volume (3 mos.) (K)	262
Float	99%
Index Membership	S&P 400 MidCap

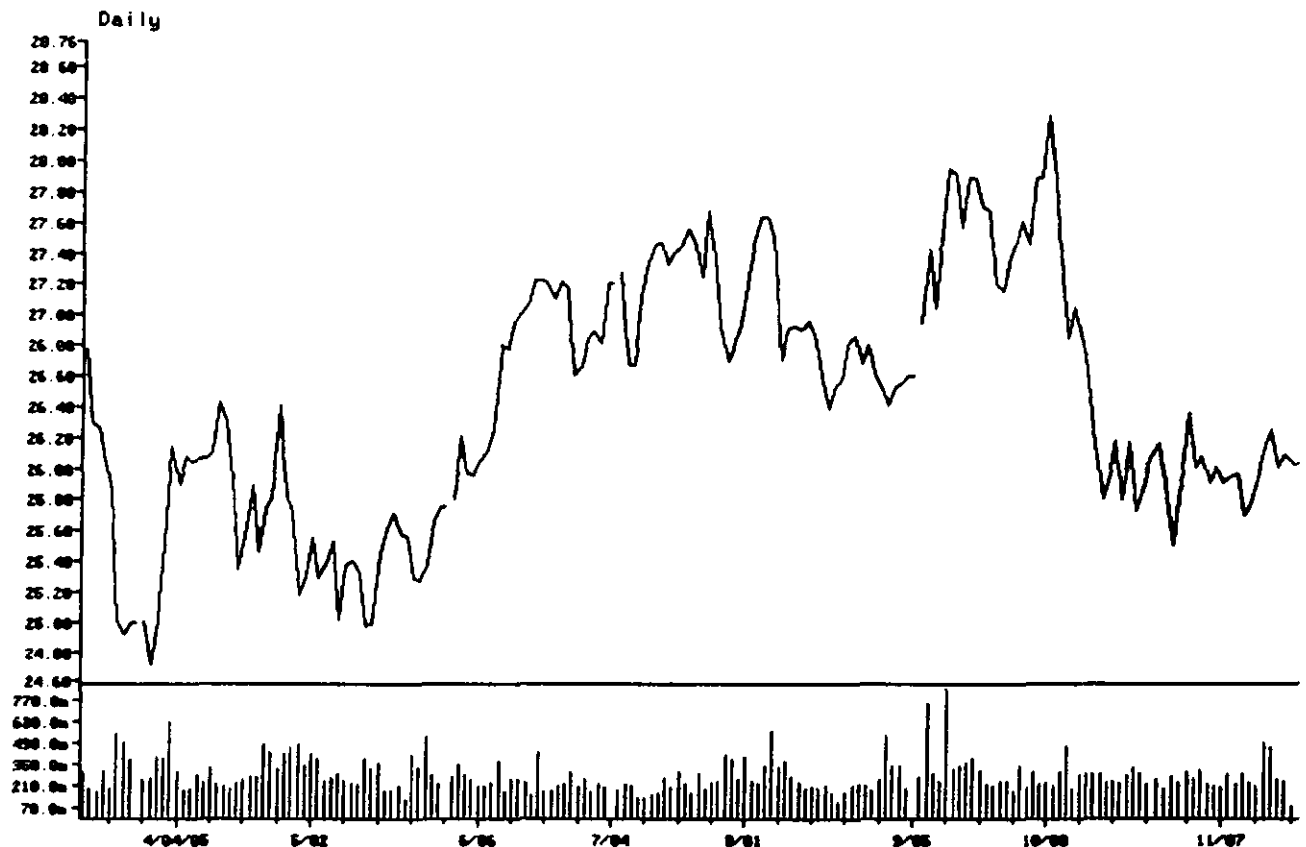
### Initiating Quarterly Estimates for 2006 and Annual Forecast for 2007. Maintaining Target Prices and NEUTRAL Rating.

- As shown in our Hawaiian Electric Industries' earnings model on page 4, we are initiating quarterly EPS estimates for 2006. Due to continuing increases in utility operating and maintenance expenses, reduced electric usage by customers, and a flat yield curve, our 2006 EPS is being reduced from \$1.72 to \$1.69.
- With continuing strong economic growth in Hawaii and aging generating facilities, the utility is running its generating assets harder, resulting in more frequent and longer maintenance, and less flexibility in scheduling maintenance. Additionally, consumers are reducing their electric usage due to conservation programs and price elasticity as higher fuel expenses have been passed along to ratepayers.
- We are also initiating a 2007 EPS forecast of \$1.78. With an estimated payout ratio of 70% in 2007, we continue to believe that the \$1.24 per share dividend will remain unchanged for the ninth consecutive year. The Board is seeking a sustainable 65% payout ratio before considering a dividend increase.
- We are maintaining our target price of \$27, or 16.0x our 2006 EPS estimate. Over the past ten years, the stock has been accorded a median multiple of 12.6x of year-forward earnings.
- With the current share price near our 12-18 month target price, we continue to maintain our NEUTRAL rating. We view the annual dividend of \$1.24 per share, representing a 4.8% current yield, as relatively safe, and the major reason for investors to retain the shares.

### Company Description:

Hawaiian Electric Industries, Inc. is a holding company engaged in the electric utility and banking businesses in the state of Hawaii. Hawaiian Electric Company, Inc. provides electric services on five islands, whose populations comprise 95% of the state's residents. American Savings Bank, FSB, is the state's third largest financial institution with \$6.9 billion in assets.

Price Chart



Footnotes from page 1:

<sup>1</sup> Includes 2Q'04 charge of \$0.30/sh. for REIT tax ruling. Includes 3Q'04 benefits of \$0.04/sh. gain on sale of CDO investments and \$0.02/sh. gain from discontinued operations related to sale of Chinese venture. Includes 4Q'04 benefit of \$0.04/sh. stemming from the settlement with the State of Hawaii Department of Taxation (DOT) regarding the REIT tax ruling, representing a partial reversal of amounts previously charged to net income in 2Q'04. Also, includes a 4Q'04 benefit of \$0.02/sh from correcting the accounting procedure for amortizing premiums and discounts on bank's mortgage-backed securities portfolio.

<sup>2</sup> Includes a 3Q'05 benefit of \$0.05/sh. for an unrealized gain on held-for-sale investment securities (stock of Hoku Scientific). Includes a 4Q'05 benefit of \$0.11/sh for the sale of an interest in Georgia power plant on October 28, 2005.

D.A. Davidson & Co.

**Hawaiian Electric Industries, Inc.**  
**Balance Sheet**

\$\$\$ in thousands — Fiscal year ends 12/31

	2000	2001	2002	2003	2004	2005
Cash and Equivalents (and Fed Funds Sold)	\$ 212,783	\$ 450,827	\$ 244,525	\$ 278,988	\$ 173,629	\$ 232,475
Accts. Receivable and Unbilled Revenue, net	188,056	164,124	178,327	187,716	208,533	238,133
Available-for-Sale Securities	164,688	1,613,710	1,960,288	1,787,177	2,034,091	1,929,433
Securities Pledged for Repo. Agreements	657,371	756,749	784,362	941,571	919,281	813,136
Held-to-Maturity Investment Securities	1,448,486	84,211	89,545	94,624	97,365	97,784
Loans Receivable, net	3,211,325	2,857,622	2,893,989	3,121,979	3,248,191	3,501,540
Property, Plant and Equipment	2,054,474	2,067,803	2,241,943	2,311,888	2,422,303	2,488,603
Regulatory Assets	118,823	111,376	0	0	108,630	106,518
Other	363,447	309,867	348,002	382,228	414,971	474,220
Goodwill and Intangibles	101,481	101,854	97,572	93,987	91,253	89,686
<b>Total Assets</b>	<b>8,518,694</b>	<b>8,517,943</b>	<b>8,933,553</b>	<b>9,201,158</b>	<b>9,718,257</b>	<b>9,975,518</b>
Accounts Payable	\$ 125,719	\$ 119,850	\$ 134,416	\$ 132,780	\$ 153,943	\$ 182,470
Deposit Liabilities	3,684,646	3,676,588	3,800,772	4,026,280	4,298,172	4,551,837
Short-Term Borrowings	104,398	0	0	0	76,811	120,842
Repurchase Agreements	596,504	683,180	667,347	831,335	811,438	681,427
FHLB Advances	1,249,252	1,032,762	1,176,252	1,017,063	988,231	1,008,200
Long-Term Debt	1,088,731	1,145,789	1,106,270	1,064,420	1,168,735	1,173,009
Deferred Income Tax	187,420	185,438	235,431	226,590	228,765	234,339
Contributions in Aid of Construction	211,518	213,557	218,094	233,969	233,605	242,505
Other	297,041	283,742	257,315	273,442	318,418	320,208
Regulatory liabilities			57,050	71,882	197,089	213,230
Pref. Sec. of Trust Sub. and Sub. Debentures	200,000	200,000	200,000	200,000	0	0
Pref. Stock of Subsidiaries	34,406	34,406	34,406	34,406	34,405	34,283
Stockholders' Equity	839,059	829,683	1,046,300	1,088,031	1,210,845	1,213,358
<b>Total Liabilities and Equity</b>	<b>8,518,694</b>	<b>8,517,943</b>	<b>8,933,553</b>	<b>9,201,158</b>	<b>9,718,257</b>	<b>9,975,518</b>



D.A. Davidson & Co.

Hawaiian Electric Industries, Inc.  
Consolidated Statements of Income  
\$AS in thousands - Fiscal year ends 12/31

	1994	1993	1992	1991	1990	1989	1988	1987	1986	1985	1984	1983	1982	1981	1980	1979
<b>Revenues:</b>																
Electric Utility	\$ 348,813	\$ 376,005	\$ 410,077	\$ 423,376	\$ 429,730	\$ 491,339	\$ 477,276	\$ 483,769	\$ 474,822	\$ 480,003	\$ 474,822	\$ 480,003	\$ 474,822	\$ 480,003	\$ 474,822	\$ 480,003
Bank	69,258	69,862	69,268	64,748	64,748	64,748	64,748	64,748	64,748	64,748	64,748	64,748	64,748	64,748	64,748	64,748
Other	1,238	1,231	1,238	288	288	2,125	2,125	2,125	2,125	2,125	2,125	2,125	2,125	2,125	2,125	2,125
Total Revenues	419,309	446,095	480,573	508,472	504,726	558,212	544,149	550,662	541,695	546,876	541,695	546,876	541,695	546,876	541,695	546,876
<b>Expenses:</b>																
Electric Utility	302,173	324,081	357,364	367,340	367,364	443,808	428,638	428,638	428,638	428,638	428,638	428,638	428,638	428,638	428,638	428,638
Bank	13,190	13,190	13,190	13,190	13,190	13,190	13,190	13,190	13,190	13,190	13,190	13,190	13,190	13,190	13,190	13,190
Other	2,829	3,185	3,525	3,525	3,525	3,525	3,525	3,525	3,525	3,525	3,525	3,525	3,525	3,525	3,525	3,525
Total Expenses	318,192	340,456	374,079	384,055	384,079	460,523	445,353	445,353	445,353	445,353	445,353	445,353	445,353	445,353	445,353	445,353
Operating Income	91,117	105,639	106,504	124,127	120,647	97,689	95,516	102,024	96,057	101,523	96,057	101,523	96,057	101,523	96,057	101,523
Electric Utility	44,140	45,816	52,715	51,138	51,138	47,533	46,440	46,440	46,440	46,440	46,440	46,440	46,440	46,440	46,440	46,440
Bank	28,108	23,011	28,531	29,324	29,324	29,324	29,324	29,324	29,324	29,324	29,324	29,324	29,324	29,324	29,324	29,324
Other	19,869	34,812	25,258	43,665	40,185	20,832	28,752	26,260	20,293	25,759	20,293	25,759	20,293	25,759	20,293	25,759
Total Operating Income	91,117	103,639	106,504	124,127	120,647	97,689	95,516	102,024	96,057	101,523	96,057	101,523	96,057	101,523	96,057	101,523
Interest Expense - other than bank	(27,167)	(27,167)	(27,167)	(27,167)	(27,167)	(27,167)	(27,167)	(27,167)	(27,167)	(27,167)	(27,167)	(27,167)	(27,167)	(27,167)	(27,167)	(27,167)
Preferred Stock Dividends of Subsidiaries	(4,375)	(4,375)	(4,375)	(4,375)	(4,375)	(4,375)	(4,375)	(4,375)	(4,375)	(4,375)	(4,375)	(4,375)	(4,375)	(4,375)	(4,375)	(4,375)
AFUDC - Debt	1,458	1,458	1,458	1,458	1,458	1,458	1,458	1,458	1,458	1,458	1,458	1,458	1,458	1,458	1,458	1,458
AFUDC - Equity	1,458	1,458	1,458	1,458	1,458	1,458	1,458	1,458	1,458	1,458	1,458	1,458	1,458	1,458	1,458	1,458
Pre-Tax Income	62,600	54,903	55,818	65,033	61,903	46,955	45,882	45,882	45,882	45,882	45,882	45,882	45,882	45,882	45,882	45,882
Income Taxes	(11,028)	(11,028)	(11,028)	(11,028)	(11,028)	(11,028)	(11,028)	(11,028)	(11,028)	(11,028)	(11,028)	(11,028)	(11,028)	(11,028)	(11,028)	(11,028)
Income From Continuing Operations	51,572	43,875	44,790	54,005	50,875	35,927	34,854	34,854	34,854	34,854	34,854	34,854	34,854	34,854	34,854	34,854
Discontinued Operations, Net of Tax	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Net Income	51,572	43,875	44,790	54,005	50,875	35,927	34,854	34,854	34,854	34,854	34,854	34,854	34,854	34,854	34,854	34,854
Applicable Shares	77,156	80,707	80,828	80,891	80,891	81,138	81,213	81,213	81,213	81,213	81,213	81,213	81,213	81,213	81,213	81,213
Earnings Per Share:																
Continuing Operations - Non-Recurring Items	\$0.67	\$0.54	\$0.55	\$0.67	\$0.63	\$0.44	\$0.43	\$0.43	\$0.43	\$0.43	\$0.43	\$0.43	\$0.43	\$0.43	\$0.43	\$0.43
Discontinued Operations	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GAAP EPS	\$0.67	\$0.54	\$0.55	\$0.67	\$0.63	\$0.44	\$0.43	\$0.43	\$0.43	\$0.43	\$0.43	\$0.43	\$0.43	\$0.43	\$0.43	\$0.43
Dividends Per Share	\$0.31	\$0.31	\$0.31	\$0.31	\$0.31	\$0.31	\$0.31	\$0.31	\$0.31	\$0.31	\$0.31	\$0.31	\$0.31	\$0.31	\$0.31	\$0.31
Dividend Payout Ratio of GAAP EPS	77.3%	77.3%	77.3%	77.3%	77.3%	77.3%	77.3%	77.3%	77.3%	77.3%	77.3%	77.3%	77.3%	77.3%	77.3%	77.3%
Tax Rate	28.6%	28.6%	28.6%	28.6%	28.6%	28.6%	28.6%	28.6%	28.6%	28.6%	28.6%	28.6%	28.6%	28.6%	28.6%	28.6%
Net Income by Segment (bank, utility)																
Electric Utility	20,823	21,736	26,175	26,175	26,175	19,644	19,644	19,644	19,644	19,644	19,644	19,644	19,644	19,644	19,644	19,644
Bank	15,829	15,829	15,829	15,829	15,829	15,829	15,829	15,829	15,829	15,829	15,829	15,829	15,829	15,829	15,829	15,829
Other (operating income)	1,920	2,442	2,442	2,442	2,442	2,442	2,442	2,442	2,442	2,442	2,442	2,442	2,442	2,442	2,442	2,442
Undistributed Parent Company	2,829	2,829	2,829	2,829	2,829	2,829	2,829	2,829	2,829	2,829	2,829	2,829	2,829	2,829	2,829	2,829
Total	40,401	42,836	47,275	47,275	47,275	39,744	39,744	39,744	39,744	39,744	39,744	39,744	39,744	39,744	39,744	39,744
EPS by Segment (bank, operations)																
Electric Utility	\$0.27	\$0.27	\$0.32	\$0.32	\$0.32	\$0.24	\$0.24	\$0.24	\$0.24	\$0.24	\$0.24	\$0.24	\$0.24	\$0.24	\$0.24	\$0.24
Bank	\$0.21	\$0.21	\$0.21	\$0.21	\$0.21	\$0.21	\$0.21	\$0.21	\$0.21	\$0.21	\$0.21	\$0.21	\$0.21	\$0.21	\$0.21	\$0.21
Other (operating income)	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03
Undistributed Parent Company	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total	\$0.51	\$0.51	\$0.55	\$0.55	\$0.55	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48

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D.A. Davidson & Co. expects to receive, or intends to seek, compensation for investment banking services from this company in the next three months.

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I, James L. Bellessa, Jr., CFA, attest that (i) all the views expressed in this research report accurately reflect my personal views about the common stock of the subject company, and (ii) no part of my compensation was, is, or will be, directly or indirectly, related to the specific recommendations or views expressed in this report.

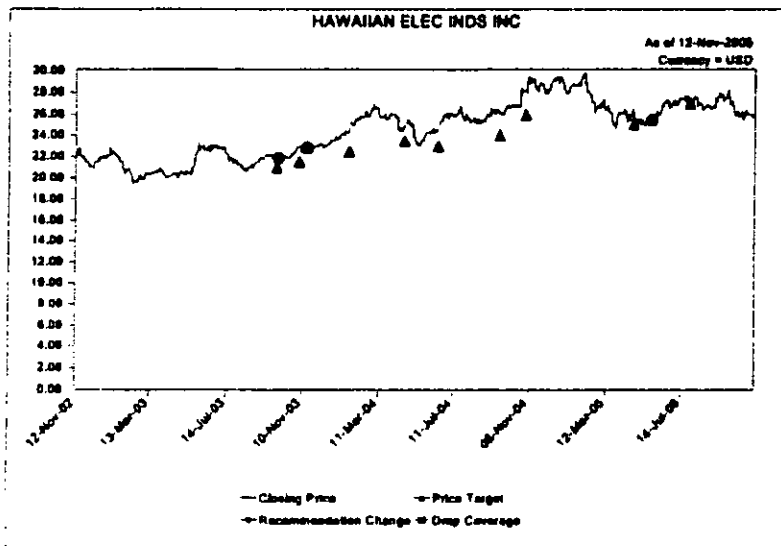
**Ratings Information**

D.A. Davidson & Co. Ratings	Buy	Neutral	Underperform
Risk adjusted return potential	Over 15% total return expected on a risk adjusted basis over next 12-18 months	>0-15% return potential on a risk adjusted basis over next 12-18 months	Likely to remain flat or lose value on a risk adjusted basis over next 12-18 months

Distribution of Ratings (as of 9/30/05)	Buy	Hold	Sell
Corresponding Institutional Research Ratings and Distribution	Buy 42%	Neutral 48%	Underperform 10%
Corresponding Private Client Research Ratings and Distribution	Outperform 85%	Market Perform 15%	Underperform 0%
Distribution of Combined Ratings	49%	43%	8%

Distribution of companies from whom D.A. Davidson & Co. has received compensation for investment banking services in last 12 mos.

Institutional Coverage	6%	9%	13%
Private Client Coverage	0%	0%	0%
Distribution of Combined Investment Banking	4%	8%	13%



D.A. Davidson & Co. has made one change to its institutional ratings scale within the last three years. The change occurred July 9, 2002 and the corresponding scales are reproduced below.

**D.A. Davidson & Co. Institutional Research Rating Scale (beginning 7/9/02)**  
Buy, Neutral, Underperform

**D.A. Davidson & Co. Institutional Research Rating Scale (6/18/01 – 7/9/02)**  
Strong Buy, Buy, Neutral, Underperform

**HAWAIIAN ELEC INDS INC**

Currency = USD

Date	Closing Price	Recommendation Change	Date	Closing Price	Price Target
25-May-2005	25.36	NEUTRAL	26-Jul-2005	26.92	27.00
14-Nov-2003	22.83	UNDERPERFORM	20-Apr-2005	25.83	25.00
01-Oct-2003	21.90	NEUTRAL	01-Nov-2004	26.29	26.00
			20-Sep-2004	26.06	24.00
			14-Jun-2004	24.85	23.00
			22-Apr-2004	25.10	23.50
			21-Jan-2004	24.70	22.50
			03-Nov-2003	23.08	21.50
			30-Sep-2003	21.77	21.00

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### **Other Disclosures**

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DAVIDSON  
COMPANIES

D.A. Davidson & Co.

member SIPC

Institutional Equity Research

# HAWAIIAN ELECTRIC INDUSTRIES, INC.

HE - NYSE

November 10, 2005

Rating:  
**NEUTRAL**

Price: (11/9/05) \$25.96

Price Targets:  
12-18 month: \$27  
5-year: \$31

Industry:  
Utilities

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FY(Dec)	2004A <sup>1</sup>	2005E <sup>2</sup>	Y-O-Y Growth	2006E	Y-O-Y Growth
Revenue (\$M)	\$1,924.1	\$2,201.0	14%	\$2,375.2	8%
Previous	-	\$2,221.8		\$2,379.8	
Price/Revenue ratio	1.1x	1.0x		.9x	
EPS Revised	\$1.38	\$1.56	13%	\$1.72	11%
Previous	-	NC		NC	
Price/EPS ratio	18.9x	16.7x		15.1x	
EBITDA (\$M)	\$412.5	\$421.5	2%	\$457.4	9%
EV/EBITDA ratio	7.8x	7.6x		7.0x	

Quarterly Data:	EPS	EPS Previous	Revenue (\$M)	Revenue Previous	EBITDA (\$M)
3/31/05A	\$0.30	-	\$472.6	-	\$90.2
6/30/05A	\$0.34	-	\$522.3	-	\$100.8
9/30/05A <sup>1</sup>	\$0.46	\$0.55	\$595.9	\$623.2	\$115.5
12/31/05E <sup>1</sup>	\$0.46	\$0.37	\$610.2	\$603.7	\$115.0

<sup>1,2</sup> See footnote detail on page 2.

## Valuation Data

Long-term growth rate (E)	3%
Total Debt/Cap (9/30/05)	\$0.9%
Cash per share (9/30/05)	\$2.87
Book value per share (9/30/05)	\$14.99
Dividend (yield)	\$1.24 (4.8%)
Return on Equity (T-T-M)	9%

## Trading Data

Shares outstanding (M)	81.0
Market Capitalization (\$M)	\$2,102
52-week range	\$24.60 - \$29.79
Average daily volume (3 mos.) (K)	262
Float	99%
Index Membership	S&P 400 MidCap

## Maintaining EPS Forecast and NEUTRAL Rating As Operating Results Reported Relatively In Line with Expectations.

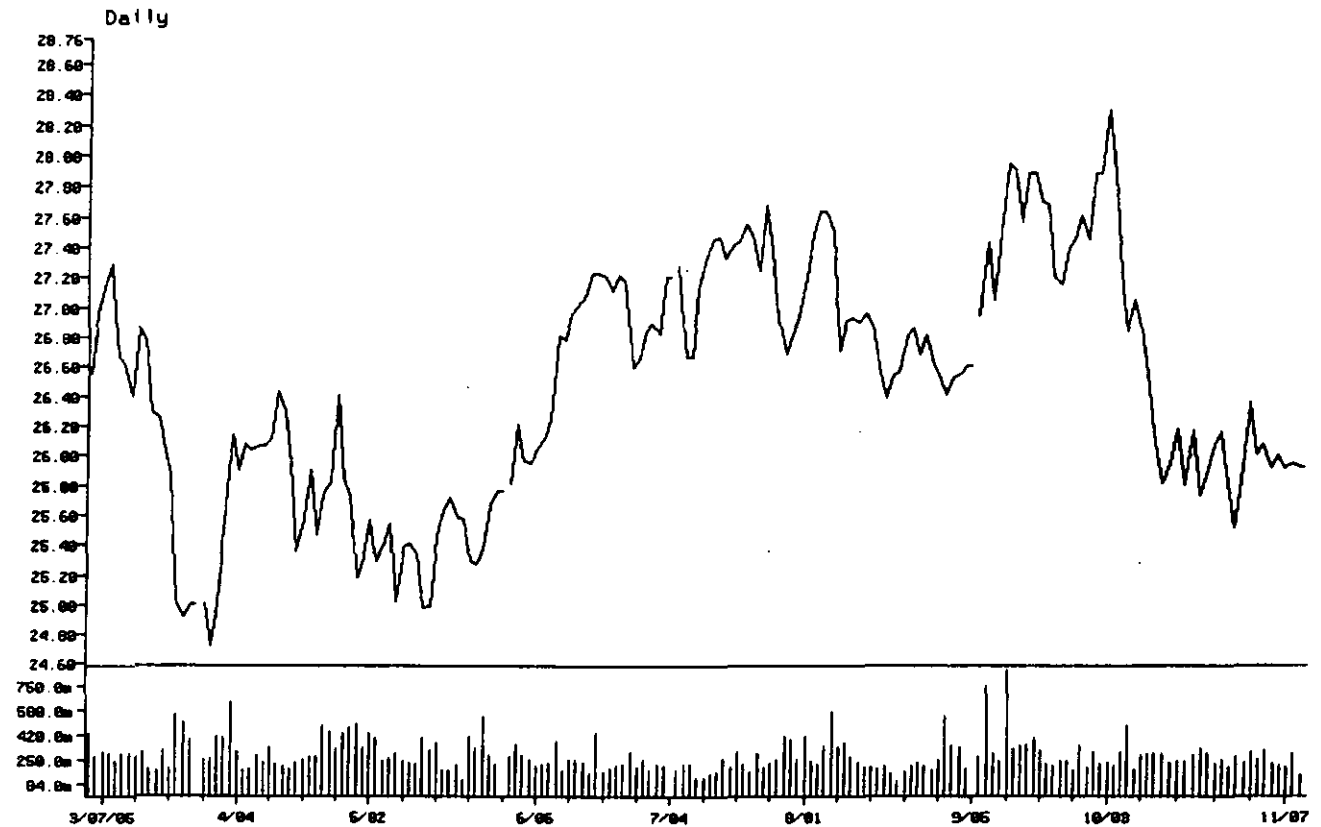
- Hawaiian Electric Industries reported 3Q'05 EPS of \$0.46. This result compares to \$0.53 per share a year ago and our forecast of \$0.55. Our forecast included an assumption of an \$0.11 per share gain from the sale of an interest in a Georgia generating plant, but that transaction did not close until October 28.
- Excluding one-time items, 3Q'05 EPS was \$0.41 vs. \$0.44 a year ago, and our forecast of \$0.39. Results were down chiefly because utility results declined under the weight of higher utility operations and maintenance costs. Despite a flattening yield curve, bank results were better than we expected.
- On a per share basis, utility net income was \$0.28 versus \$0.32. Bank net income was \$0.20 versus \$0.19 a year ago. "Other and parent company" per share results were a loss of \$0.01 in both periods.
- We are maintaining our EPS estimates for 2005 and 2006 of \$1.56 and \$1.72, respectively. We have moved the forecast of \$0.11 per share gain from the sale of the interest in a Georgia power facility from 3Q'05 to 4Q'05.
- We are maintaining our target price of \$27, or 15.7x our 2006 EPS estimate. With the current share price near our 12-18 month target price, we continue to maintain our NEUTRAL rating. We view the annual dividend of \$1.24 per share, representing a 4.8% current yield, as relatively safe, and the major reason for investors to retain the shares.

## Company Description:

Hawaiian Electric Industries, Inc. is a holding company engaged in the electric utility and banking businesses in the state of Hawaii. Hawaiian Electric Company, Inc. provides electric services on five islands, whose populations comprise 95% of the state's residents. American Savings Bank, FSB, is the state's third largest financial institution with \$6.7 billion in assets.

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Price Chart



Footnotes from page 1:

- <sup>1</sup> Includes 2Q'04 charge of \$0.30/sh. for REIT tax ruling. Includes 3Q'04 benefits of \$0.04/sh. gain on sale of CDO investments and \$0.02/sh. gain from discontinued operations related to sale of Chinese venture. Includes 4Q'04 benefit of \$0.04/sh. stemming from the settlement with the State of Hawaii Department of Taxation (DOT) regarding the REIT tax ruling, representing a partial reversal of amounts previously charged to net income in 2Q'04. Also, includes a 4Q'04 benefit of \$0.02/sh from correcting the accounting procedure for amortizing premiums and discounts on bank's mortgage-backed securities portfolio.
- <sup>2</sup> Includes a 3Q'05 benefit of \$0.05/sh. for an unrealized gain on held-for-sale investment securities (stock of Hoku Scientific). Includes a 4Q'05 benefit of \$0.11/sh for the sale of an interest in Georgia power plant on October 28, 2005.

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**EPS Falls Short of Forecast**

Hawaiian Electric Industries reported 3Q'05 EPS of \$0.46. This result compares to \$0.53 per share a year ago and our forecast of \$0.55. Our forecast included an assumption of an \$0.11 per share gain from the sale of an interest in a Georgia generating plant, the transaction for which was not consummated in the 3Q'05 as we had expected.

The recent quarter's result included a \$0.05 per share rise in the value of marketable securities due to the company's 666,667 share ownership in a recent initial public offering of Hoku Scientific, Inc. (HOKU - \$9.94).

The year ago result included the following three special items: a \$0.04 benefit from the sale of all the remaining collateralized debt obligations (CDO) acquired from the bank subsidiary in 2001; a \$0.02 gain from discontinued operations relating to the sale of a Chinese joint venture; and a \$0.03 benefit from the bank's reversal of \$3.8 million in loan loss reserves.

Excluding one-time items, 3Q'05 EPS was \$0.41 vs. \$0.44 a year ago, and our forecast of \$0.39. Results were down chiefly because utility results declined under the weight of higher utility operations and maintenance costs. Despite a flattening yield curve, bank results were better than we expected.

Results at the electric utility were lower due to higher costs, including operating and maintenance expenses, retirement benefit expenses, and depreciation. Results at the community bank were higher due to growth in loans and core deposits and increased yields on loans and mortgage-related securities, as well as the elimination of a preferred dividend payment to the holding company. These items more than offset the compression from a flattening yield curve, the absence of last year's release of loan loss reserves, and the suspension of dividends paid on the bank's Federal Home Loan Bank stock investment. "Other" results were lower due principally to the reduction of preferred dividends from the bank. In December 2004, the bank's preferred stock owned by the parent company was converted to common equity in the bank, which eliminated the preferred dividend requirement of the bank. Third quarter 2005 "other" results included the aforementioned unrealized gain on held-for-sale investment securities, net of taxes, of \$4.2 million compared with a \$3.6 million realized after-tax gain on the CDO sale.

Consolidated 3Q'05 revenues of \$595.9 million rose \$89.2 million, or 18%, from \$506.8 million in 3Q'04. Operating income of \$77.2 million dropped \$4.4 million, or 5%, from \$81.7 million. Net income of \$37.5 million declined \$5.2 million, or 12%, from \$42.7 million. Per share net results dropped 12%, whereas per share results from continuing operations dropped 8%, as average applicable shares remained essentially unchanged.

**Electric Utility Slips from Rising Costs**

Electric utility revenues in 3Q'05 of \$491.3 million rose \$81.3 million, or 20%, from \$410.1 million in 3Q'04. Kilowatt-hour sales were flat as residential customer growth was offset by lower usage due to less humid weather and more energy conservation as utility rates soared to pass along higher fuel expenses. In particular, average fuel oil prices were at an all-time record high of \$59.72 per barrel during the quarter.

Utility expenses in the most recent quarter of \$443.8 million rose \$86.4 million, or 24%, from \$357.4 million. All expense line items increased, except income taxes. Especially onerous, because they were not passed on to ratepayers, was a \$6.7 million, or 11%, increase in operating and maintenance costs, and a \$2.1 million increase in depreciation. Some \$3.9 million of the O&M increase is explained by the increased number of generating unit overhauls and inspections relative to a year ago. In addition, operating costs rose for retirement benefit expenses (+\$1.6 million) and reliability, customer service, and energy efficiency programs (+\$1.2 million).

Electric utility net income in 3Q'05 of \$22.6 million dropped \$3.6 million, or 14%. This decline stemmed from a \$5.2 million slump in utility operating income and a \$0.8 million increase in interest and other charges, offset by a \$3.0 million decrease in utility net income taxes. On a per share basis, utility net income was \$0.28 versus \$0.32.

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As discussed in our *Research Note* of September 29, 2005, the Public Utilities Commission of the State of Hawaii (PUC) granted an interim rate increase to Hawaiian Electric Company (HECO), the utility subsidiary of Hawaiian Electric Industries, Inc. on the island of Oahu. This is the first increase on Oahu since 1995.

The allowed 3.3% average rate increase over previous tariffs amounts to \$41.1 million in annual revenues, excluding the transfer of certain surcharges into base electric rates. (The announced increase does not include the passthrough of higher fuel costs that have added another 16% to rates in the past year.) The rate increase is based on a 10.7% return on average common equity, a return on average rate base of 8.66%, and a rate base of \$1.109 billion. There is no set time for the PUC to make its interim decision permanent. Until then, the interim increase is subject to refund with interest pending the final outcome of the rate case.

**Bank Results Helped by Loan Growth and Elimination of the Preferred Dividend**

Bank revenues in 3Q'05 of \$97.4 million grew \$7.1 million, or 8%, from \$90.3 million in 3Q'04. This increase was comprised of a \$6.8 million improvement in interest and investment income due to higher average investment balances and a \$0.3 million increase in fee and other income.

Bank expenses in 3Q'05 of \$71.5 million climbed \$7.7 million, or 12%, from \$63.8 million in 3Q'04. The climb in expenses included a \$2.5 million increase in interest expenses, a \$3.8 million drop in recovery of loan losses, and a \$1.4 million rise in general and administrative expenses. There was no loan loss provision in the recent quarter; the net loan loss reversal of \$3.8 million in 3Q'04 added about \$0.03 per share.

Bank operating income of \$25.9 million, down \$0.6 million, was helped by higher loan and investment balances and higher fee and other income, and held back by the absence of last year's \$3.8 million increase in net loan loss reversals and higher general and administrative expenses. Also, bank operating income benefited from a higher interest rate spread, which is the difference between average rates earned and average rates paid. The 3Q'05 interest rate spread of 3.26%, compared to 3.09% a year earlier, was up due to higher yields on loans and mortgage-related securities and higher fees from other financial services. The combination of higher balances and interest rate spreads resulted in a \$4.3 million improvement in net interest margins.

Bank net income in 3Q'05 of \$15.9 million rose \$0.5 million. This increase stemmed from a \$1.3 million reduction in preferred stock dividends, partially offset by a \$0.6 million drop in bank operating income and a \$0.3 million climb in bank income taxes. On a per share basis, bank net income was \$0.20 versus \$0.19.

**Other Results Hurt by Elimination of the Preferred**

"Other" revenues of \$7.1 million were up from \$6.4 million a year earlier, and included \$6.6 million in unrealized gains on the HOKU stock. "Other" expenses of \$3.4 million dropped \$0.6 million from \$3.9 million a year ago.

The holding and other companies' 3Q'05 net loss of \$1.0 million compared to a loss of \$0.8 million a year earlier. The widening loss was due primarily to the reduction of preferred dividends from the bank as described above. On a per share basis, "other and parent company" was a loss of \$0.01 in both periods.

**Maintaining 2005 and 2006 EPS Projections**

We are maintaining our EPS estimates for 2005 and 2006 of \$1.56 and \$1.72, respectively. We have moved the forecast of \$0.11 per share gain from the sale of an interest in a Georgia power facility from 3Q'05 to 4Q'05. We have also reversed a previously incorporated 4Q'05 EPS estimate of a \$0.02 gain on the disposal of discontinued operations. An arbitration panel denied HEIPC Group recovery of its claims under a political risk insurance policy for losses incurred in a China joint venture, which it exited in 3Q'04.

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In 2004, Hawaiian Electric Industries reported GAAP EPS of \$1.38. We believe this year's results should be aided by the absence of an adverse bank franchise tax ruling, which reduced 2004 EPS by \$0.25, and by higher interim electric rates starting September 28, 2005. Likely offsets include higher retirement benefit expenses, which could rise to \$10-\$15 million from \$7 million in 2004, based on various assumptions.

**Maintaining NEUTRAL Rating**

We are maintaining our target price of \$27, or 15.7x our 2006 EPS estimate. Over the past decade, the stock has been accorded a 12.8x median multiple of year-forward earnings. With the current share price near our 12-18 month target price, we continue to maintain our NEUTRAL rating. We view the annual dividend of \$1.24 per share, representing a 4.8% current yield, as relatively safe, and the major reason for investors to retain the shares.

James L. Bellessa Jr., CFA  
Vice President and Senior Research Analyst  
406.791.7230



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**Hawaiian Electric Industries, Inc.**  
**Balance Sheet**

\$\$\$ in thousands - Fiscal year ends 12/31

	2000	2001	2002	2003	2004	3Q05
Cash and Equivalents (and Fed Funds Sold)	\$ 212,783	\$ 450,827	\$ 244,328	\$ 279,988	\$ 173,629	\$ 232,475
Accts. Receivable and Unbilled Revenue, net	168,058	164,124	178,327	187,718	208,533	239,133
Available-for-Sale Securities	164,888	1,613,710	1,980,288	1,787,177	2,034,091	1,929,433
Securities Pledged for Repo. Agreements	657,371	756,748	784,362	941,571	919,281	813,138
Held-to-Maturity Investment Securities	1,448,468	84,211	89,545	94,824	97,368	97,784
Loans Receivable, net	3,211,328	2,857,622	2,993,969	3,121,979	3,248,191	3,501,540
Property, Plant and Equipment	2,054,474	2,067,503	2,241,943	2,311,888	2,422,303	2,488,603
Regulatory Assets	116,623	111,376	0	0	108,630	109,518
Other	363,447	309,867	345,002	362,228	414,971	474,220
Goodwill and Intangibles	101,681	101,954	97,672	93,997	91,253	89,688
<b>Total Assets</b>	<b>8,518,694</b>	<b>8,517,843</b>	<b>8,833,553</b>	<b>9,201,188</b>	<b>9,719,257</b>	<b>9,975,518</b>
Accounts Payable	\$ 125,719	\$ 119,890	\$ 134,416	\$ 132,760	\$ 163,943	\$ 182,470
Deposit Liabilities	3,584,848	3,979,588	3,800,772	4,028,250	4,298,172	4,551,837
Short-Term Borrowings	104,398	0	0	0	76,811	120,642
Repurchase Agreements	598,804	683,180	667,247	831,335	811,438	681,427
FHLB Advances	1,249,252	1,032,752	1,176,282	1,017,053	968,231	1,008,200
Long-Term Debt	1,088,731	1,145,769	1,108,270	1,064,420	1,166,735	1,173,009
Deferred Income Tax	187,420	185,436	238,431	226,590	229,765	234,339
Contributions in Aid of Construction	211,518	213,557	218,084	233,969	235,505	242,505
Other	297,041	263,742	257,315	273,442	318,418	320,208
Regulatory liabilities			57,050	71,882	197,089	213,230
Pref. Sec. of Trust Sub. and Sub. Debentures	200,000	200,000	200,000	200,000	0	0
Pref. Stock of Subsidiaries	34,406	34,406	34,406	34,406	34,405	34,293
Stockholders' Equity	839,059	929,865	1,046,399	1,089,031	1,210,945	1,213,358
<b>Total Liabilities and Equity</b>	<b>8,518,694</b>	<b>8,517,843</b>	<b>8,833,553</b>	<b>9,201,188</b>	<b>9,719,257</b>	<b>9,975,518</b>

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**Hawaiian Electric Industries, Inc.**  
**Consolidated Statements of Income**  
\$\$\$ in thousands - Fiscal year ends 12/31

	2003	2004	2004	2004	2004	2004	2005	2005	2005	2005	2005	2005
<b>Revenues:</b>												
Electric Utility	\$ 1,000,659	\$ 346,913	\$ 378,805	\$ 410,877	\$ 423,376	\$ 1,000,671	\$ 374,775	\$ 429,730	\$ 491,338	\$ 477,276	\$ 1,273,139	\$ 1,000,639
Bank	271,838	89,256	89,862	89,299	84,748	264,284	87,234	81,946	87,431	86,748	263,347	416,279
Other	12,811	1,228	1,211	9,285	288	1,352	628	388	2,145	24,220	62,888	6,888
<b>Total Revenues</b>	<b>1,285,308</b>	<b>437,397</b>	<b>469,878</b>	<b>509,461</b>	<b>508,412</b>	<b>1,266,307</b>	<b>462,637</b>	<b>512,064</b>	<b>580,914</b>	<b>588,244</b>	<b>1,599,374</b>	<b>1,483,806</b>
<b>Expenses:</b>												
Electric Utility	1,326,139	302,475	324,891	357,364	362,340	1,376,798	343,189	387,083	443,808	436,836	1,176,894	1,264,188
Bank	276,865	87,186	88,971	83,785	88,434	286,519	88,271	88,744	71,493	72,709	263,389	286,443
Other	13,894	1,600	1,739	1,864	6,230	12,819	4,811	3,889	1,371	21,353	26,723	16,388
<b>Total Expenses</b>	<b>1,616,900</b>	<b>391,261</b>	<b>415,591</b>	<b>442,953</b>	<b>456,994</b>	<b>1,676,136</b>	<b>436,271</b>	<b>479,716</b>	<b>516,672</b>	<b>530,904</b>	<b>1,467,026</b>	<b>1,566,919</b>
<b>Operating Income:</b>												
Electric Utility	178,889	44,438	43,914	52,713	51,036	173,883	31,606	42,647	47,530	40,440	196,245	196,179
Bank	92,788	26,106	23,911	26,514	28,324	94,874	28,963	22,302	25,938	26,046	103,139	118,837
Other	(5,250)	(2,112)	(1,200)	2,662	(5,492)	(7,917)	(1,769)	(2,850)	2,788	19,341	6,832	(11,530)
<b>Total Operating Income</b>	<b>166,427</b>	<b>68,432</b>	<b>66,625</b>	<b>81,839</b>	<b>73,868</b>	<b>160,840</b>	<b>58,800</b>	<b>62,100</b>	<b>76,216</b>	<b>85,837</b>	<b>306,114</b>	<b>303,486</b>
<b>Interest Expense - other than bank</b>	<b>(69,292)</b>	<b>(21,447)</b>	<b>(19,156)</b>	<b>(19,279)</b>	<b>(19,247)</b>	<b>(77,179)</b>	<b>(19,870)</b>	<b>(19,130)</b>	<b>(19,990)</b>	<b>(19,784)</b>	<b>(76,648)</b>	<b>(77,348)</b>
<b>Preferred Stock Dividends of Subsidiaries</b>	<b>(2,644)</b>	<b>(276)</b>	<b>(275)</b>	<b>(275)</b>	<b>(275)</b>	<b>(1,391)</b>	<b>(274)</b>	<b>(273)</b>	<b>(273)</b>	<b>(273)</b>	<b>(1,390)</b>	<b>(1,390)</b>
<b>Profit - Security Distribution of Trust Sub</b>	<b>(19,636)</b>											
<b>AFUDC - Debt</b>	<b>1,914</b>	<b>644</b>	<b>732</b>	<b>889</b>	<b>388</b>	<b>1,943</b>	<b>427</b>	<b>476</b>	<b>588</b>	<b>588</b>	<b>1,900</b>	<b>1,900</b>
<b>AFUDC - Equity</b>	<b>6,882</b>	<b>1,689</b>	<b>1,823</b>	<b>1,856</b>	<b>228</b>	<b>1,739</b>	<b>1,887</b>	<b>1,382</b>	<b>1,656</b>	<b>1,838</b>	<b>6,123</b>	<b>6,888</b>
<b>Pre-Tax Income</b>	<b>102,451</b>	<b>48,608</b>	<b>49,724</b>	<b>64,239</b>	<b>54,811</b>	<b>296,279</b>	<b>39,674</b>	<b>43,882</b>	<b>58,742</b>	<b>59,389</b>	<b>299,905</b>	<b>228,367</b>
<b>Income Taxes</b>	<b>(64,882)</b>	<b>(17,679)</b>	<b>(16,833)</b>	<b>(16,888)</b>	<b>(12,002)</b>	<b>(51,688)</b>	<b>(14,779)</b>	<b>(16,167)</b>	<b>(22,253)</b>	<b>(21,628)</b>	<b>(14,137)</b>	<b>(66,832)</b>
<b>Income from Continuing Operations</b>	<b>116,949</b>	<b>30,929</b>	<b>32,891</b>	<b>47,351</b>	<b>42,809</b>	<b>244,591</b>	<b>24,895</b>	<b>27,715</b>	<b>36,489</b>	<b>37,761</b>	<b>285,768</b>	<b>161,535</b>
<b>Discontinued Operations, Net of Tax</b>	<b>(1,170)</b>	<b>0</b>	<b>0</b>	<b>1,813</b>	<b>0</b>	<b>1,813</b>	<b>0</b>	<b>(1,251)</b>	<b>0</b>	<b>0</b>	<b>(786)</b>	<b>0</b>
<b>Net Income</b>	<b>115,779</b>	<b>30,929</b>	<b>32,891</b>	<b>49,164</b>	<b>42,809</b>	<b>246,404</b>	<b>24,895</b>	<b>26,464</b>	<b>36,489</b>	<b>37,761</b>	<b>284,982</b>	<b>161,535</b>
<b>Applicable Shares</b>	<b>74,874</b>	<b>77,136</b>	<b>80,767</b>	<b>80,838</b>	<b>80,881</b>	<b>76,738</b>	<b>81,138</b>	<b>81,213</b>	<b>81,384</b>	<b>81,378</b>	<b>81,278</b>	<b>81,443</b>
<b>Earnings Per Share:</b>												
<b>Cont. Operations \$/ Non-Recurring Item</b>	<b>\$1.67</b>	<b>\$0.40</b>	<b>\$0.41</b>	<b>\$0.60</b>	<b>\$0.53</b>	<b>\$3.21</b>	<b>\$0.30</b>	<b>\$0.34</b>	<b>\$0.45</b>	<b>\$0.46</b>	<b>\$3.51</b>	<b>\$2.00</b>
<b>Non-Recurring Item</b>	<b>(0.00)</b>	<b>0.00</b>	<b>0.00</b>	<b>0.02</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>(0.01)</b>	<b>0.00</b>	<b>0.00</b>	<b>(0.01)</b>	<b>0.00</b>
<b>Discontinued Operations</b>	<b>(0.02)</b>	<b>0.00</b>	<b>0.00</b>	<b>0.02</b>	<b>0.00</b>	<b>(0.02)</b>	<b>(0.00)</b>	<b>(0.01)</b>	<b>0.00</b>	<b>0.00</b>	<b>(0.01)</b>	<b>0.00</b>
<b>GAAP EPS</b>	<b>\$1.63</b>	<b>\$0.40</b>	<b>\$0.41</b>	<b>\$0.62</b>	<b>\$0.53</b>	<b>\$3.19</b>	<b>\$0.30</b>	<b>\$0.33</b>	<b>\$0.45</b>	<b>\$0.46</b>	<b>\$3.50</b>	<b>\$2.00</b>
<b>Dividends Per Share</b>	<b>\$1.34</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$1.34</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$1.34</b>	<b>\$1.34</b>
<b>Dividend Payout Ratio of GAAP EPS</b>	<b>81.6%</b>	<b>77.3%</b>	<b>75.8%</b>	<b>49.7%</b>	<b>58.3%</b>	<b>41.7%</b>	<b>104.0%</b>	<b>71.3%</b>	<b>67.3%</b>	<b>67.0%</b>	<b>38.3%</b>	<b>71.5%</b>
<b>Tax Rate</b>	<b>35.0%</b>	<b>35.0%</b>	<b>37.4%</b>	<b>27.0%</b>	<b>32.0%</b>	<b>46.3%</b>	<b>38.0%</b>	<b>34.0%</b>	<b>37.2%</b>	<b>37.0%</b>	<b>36.0%</b>	<b>38.0%</b>
<b>Net Income by Segment (cont. ops.)</b>												
Electric Utility	76,911	20,623	21,726	26,178	13,264	81,177	12,388	16,644	22,897	16,387	73,913	66,739
Bank	86,381	16,927	6,449	16,379	16,708	41,682	17,781	13,962	16,911	16,988	63,189	86,689
Other (operating income)	(6,477)	(1,111)	(448)	2,643	2,836	1,981	(7,996)	(1,400)	882	6,362	88	88
<b>Unaudited Parent Company</b>	<b>(6,477)</b>	<b>(1,111)</b>	<b>(448)</b>	<b>2,643</b>	<b>2,836</b>	<b>1,981</b>	<b>(7,996)</b>	<b>(1,400)</b>	<b>882</b>	<b>6,362</b>	<b>88</b>	<b>88</b>
<b>Total</b>	<b>116,815</b>	<b>36,439</b>	<b>27,727</b>	<b>45,199</b>	<b>32,808</b>	<b>125,840</b>	<b>21,173</b>	<b>29,206</b>	<b>40,690</b>	<b>33,737</b>	<b>138,190</b>	<b>153,516</b>
<b>EPS by Segment (cont. operations)</b>												
Electric Utility	\$1.03	\$0.27	\$0.27	\$0.32	\$0.16	\$1.05	\$0.16	\$0.20	\$0.28	\$0.20	\$0.90	\$0.81
Bank	\$0.79	\$0.21	\$0.08	\$0.19	\$0.21	\$0.53	\$0.22	\$0.17	\$0.20	\$0.20	\$0.78	\$0.84
Other (operating income)	(0.01)	(0.01)	(0.01)	\$0.03	\$0.03	\$0.01	(0.09)	(0.01)	\$0.01	\$0.01	\$0.01	\$0.01
<b>Unaudited Parent Company</b>	<b>(0.01)</b>	<b>(0.01)</b>	<b>(0.01)</b>	<b>\$0.03</b>	<b>\$0.03</b>	<b>\$0.01</b>	<b>(0.09)</b>	<b>(0.01)</b>	<b>\$0.01</b>	<b>\$0.01</b>	<b>\$0.01</b>	<b>\$0.01</b>
<b>Total</b>	<b>\$1.81</b>	<b>\$0.48</b>	<b>\$0.36</b>	<b>\$0.54</b>	<b>\$0.40</b>	<b>\$1.59</b>	<b>\$0.39</b>	<b>\$0.38</b>	<b>\$0.49</b>	<b>\$0.41</b>	<b>\$1.69</b>	<b>\$1.66</b>

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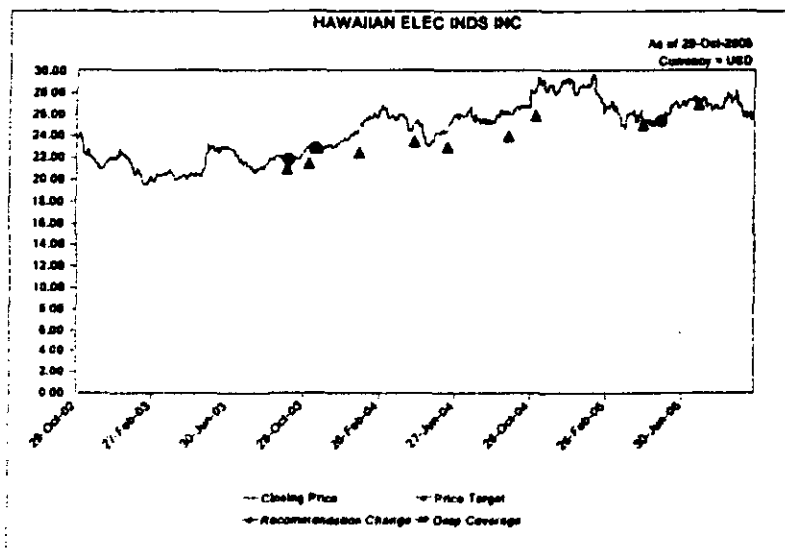
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**Ratings Information**

D.A. Davidson & Co. Ratings	Buy	Neutral	Underperform
Risk adjusted return potential	Over 15% total return expected on a risk adjusted basis over next 12-18 months	>0-15% return potential on a risk adjusted basis over next 12-18 months	Likely to remain flat or lose value on a risk adjusted basis over next 12-18 months

Distribution of Ratings (as of 9/30/05)	Buy	Hold	Sell
Corresponding Institutional Research Ratings and Distribution	Buy 42%	Neutral 48%	Underperform 10%
Corresponding Private Client Research Ratings and Distribution	Outperform 85%	Market Perform 15%	Underperform 0%
Distribution of Combined Ratings	49%	43%	8%

Distribution of companies from whom D.A. Davidson & Co. has received compensation for investment banking services in last 12 mos.			
Institutional Coverage	6%	9%	13%
Private Client Coverage	0%	0%	0%
Distribution of Combined Investment Banking	4%	8%	13%



D.A. Davidson & Co. has made one change to its institutional ratings scale within the last three years. The change occurred July 9, 2002 and the corresponding scales are reproduced below.

**D.A. Davidson & Co. Institutional Research Rating Scale (beginning 7/9/02)**  
Buy, Neutral, Underperform

**D.A. Davidson & Co. Institutional Research Rating Scale (6/18/01 – 7/9/02)**  
Strong Buy, Buy, Neutral, Underperform

**HAWAIIAN ELEC INDS INC**

Currency = USD

Date	Closing Price	Recommendation Change	Date	Closing Price	Price Target
25-May-2005	25.38	NEUTRAL	26-Jul-2005	26.82	27.00
14-Nov-2003	22.93	UNDERPERFORM	26-Apr-2005	25.83	25.00
01-Oct-2003	21.90	NEUTRAL	01-Nov-2004	26.29	26.00
			20-Sep-2004	26.08	24.00
			14-Jun-2004	24.85	23.00
			22-Apr-2004	25.10	23.50
			21-Jan-2004	24.70	22.50
			03-Nov-2003	23.08	21.50
			30-Sep-2003	21.77	21.00

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Target prices are our Institutional Research Department's evaluation of price potential over the next 12-18 months and 5 years, based upon our assessment of future earnings and cash flow, comparable company valuations, growth prospects and other financial criteria. Certain risks may impede achievement of these price targets including, but not limited to, broader market and macroeconomic fluctuations and unforeseen changes in the subject company's fundamentals or business trends.

### Other Disclosures

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Institutional Equity Research

## HAWAIIAN ELECTRIC INDUSTRIES, INC.

HE - NYSE

October 3, 2005

Rating:

**NEUTRAL**

Price: (9/30/05) \$27.88

Price Targets:

12-18 month: \$27

5-year: \$31

Industry:

Utilities

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FY(Dec)	2004A <sup>1</sup>	2005E <sup>2</sup>	Y-O-Y Growth	2006E	Y-O-Y Growth
Revenue (\$M)	\$1,924.1	\$2,221.8	15%	\$2,379.8	7%
Previous	-	\$2,222.0		NC	
Price/Revenue ratio	1.2x	1.0x		1.0x	
EPS Revised	\$1.38	\$1.56	13%	\$1.72	11%
Previous	-	NC		NC	
Price/EPS ratio	20.3x	17.9x		16.2x	
EBITDA (\$M)	\$412.5	\$421.0	2%	\$458.0	9%
EV/EBITDA ratio	8.1x	8.0x		7.3x	

Quarterly Data:	EPS	EPS Previous	Revenue (\$M)	Revenue Previous	EBITDA (\$M)
3/31/05A	\$0.30	-	\$472.6	-	\$90.2
6/30/05A	\$0.34	-	\$522.3	-	\$100.8
9/30/05E <sup>2</sup>	\$0.55	NC	\$623.2	\$623.4	\$128.1
12/31/05E <sup>2</sup>	\$0.37	NC	\$603.7	NC	\$102.0

<sup>1,2</sup> See footnote detail on page 2.

Valuation Data			Trading Data	
Long-term growth rate (E)	3%		Shares outstanding (M)	80.9
Total Debt/Cap (6/30/05)	\$0.9%		Market Capitalization (\$M)	\$2,256
Cash per share (6/30/05)	\$2.80		\$2-week range	\$24.60 - \$29.79
Book value per share (6/30/05)	\$15.03		Average daily volume (3 mos.) (K)	204
Dividend (yield)	\$1.24 (4.4%)		Float	99%
Return on Equity (T-T-M)	10%		Index Membership	S&P 400 MidCap

### Adjusting Model for Portfolio Gain and Possible Bank Margin Pressures. Maintaining NEUTRAL Rating.

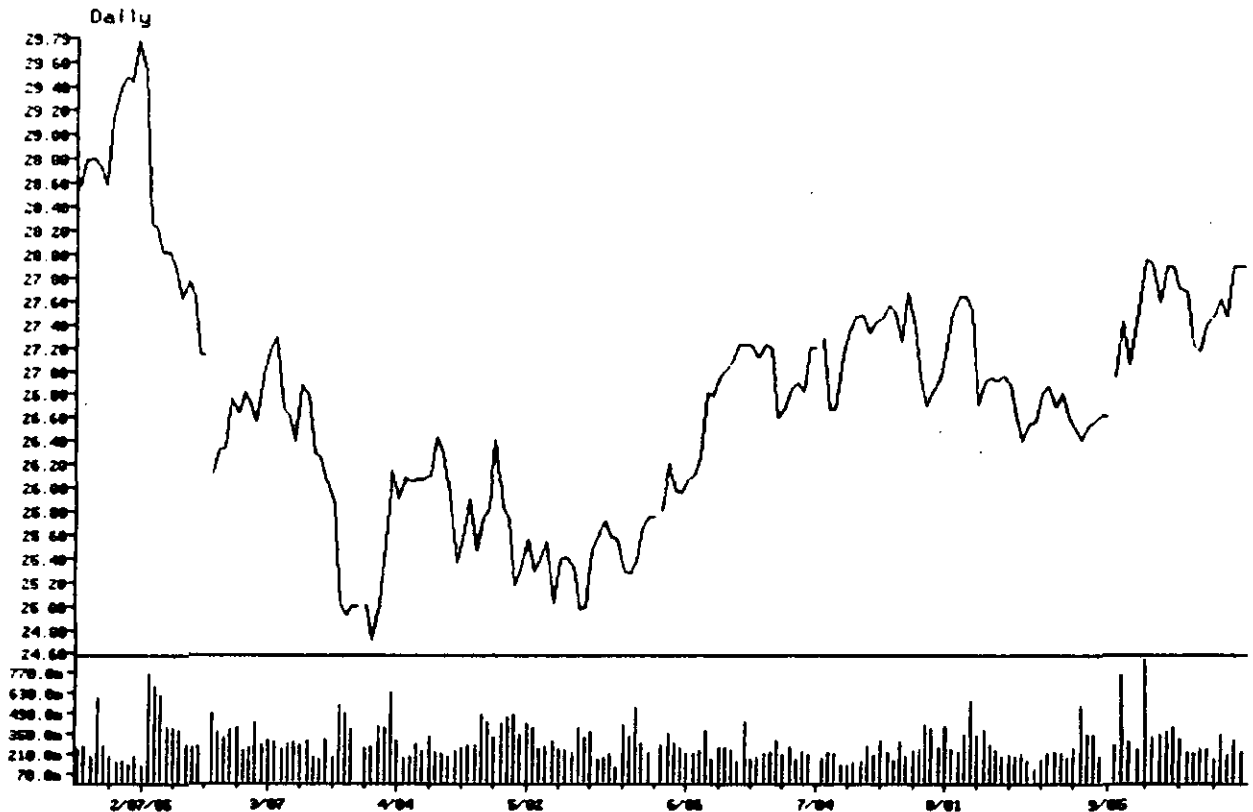
- We are adjusting our Hawaiian Electric Industries earnings model for two offsetting items, leaving our 3Q'05, 2005, and 2006 EPS estimates unchanged.
- We are incorporating an estimated \$0.05 per share rise in the 3Q'05 value of marketable securities due to Hawaiian Electric Industries' 666,667 share ownership in a recent initial public offering of Hoku Scientific, Inc. (HOKU - \$10.70). Hoku is a Hawaii fuel cell technology startup company. Hoku's share price has sharply moved higher in September after we initially assumed a \$0.03 per share 3Q'05 contribution to Hawaiian Electric Industries from this investment. The Hoku stock, held by a subsidiary of Hawaiian Electric Industries, with a cost basis of \$0.5 million, is being marked-to-market for the first time in 3Q'05, with changes in fair value recorded in earnings, after adjusting for an implied tax rate.
- Given a flattening yield curve, and likely pressures on the interest rate spread, we are reducing our 3Q'05 EPS contribution from the bank from \$0.20 to \$0.18.
- Our earnings model already incorporates benefits for the utility from cooling degree days that exceeded normal and year-earlier temperatures in 3Q'05.
- Our 2005 and 2006 EPS estimates remain unchanged at \$1.56 and \$1.72, respectively. With the current share price at our near-term target price of \$27, or 15.7x our 2006 EPS estimate, we continue to maintain our NEUTRAL rating on the stock.

### Company Description:

Hawaiian Electric Industries, Inc. is a holding company engaged in the electric utility and banking businesses in the state of Hawaii. Hawaiian Electric Company, Inc. provides electric services on five islands, whose populations comprise 95% of the state's residents. American Savings Bank, FSB, is the state's third largest financial institution with \$6.7 billion in assets.

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Price Chart



Source: ILX

Footnotes from page 1:

- <sup>1</sup> Includes 2Q'04 charge of \$0.30/sh. for REIT tax ruling. Includes 3Q'04 benefits of \$0.04/sh. gain on sale of CDO investments and \$0.02/sh. gain from discontinued operations related to sale of Chinese venture. Includes 4Q'04 benefit of \$0.04/sh. stemming from the settlement with the State of Hawaii Department of Taxation (DOT) regarding the REIT tax ruling, representing a partial reversal of amounts previously charged to net income in 2Q'04. Also, includes a 4Q'04 benefit of \$0.02 per share from correcting the accounting procedure for amortizing premiums and discounts on bank's mortgage-backed securities portfolio.
- <sup>2</sup> Includes an estimated 3Q'05 gain of \$0.11/sh. for the sale of HEI Investments, Inc.'s sale of an interest in generating plant in Georgia, and a mark-to-market benefit of \$0.05/sh. for an investment in Hoku Scientific. Includes an estimated 4Q'05 benefit of \$0.02/sh. from a possible insurance payment in connection with an investment in a China joint venture interest, which would be recorded as a gain on disposal of discontinued operations.

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**Hawaiian Electric Industries, Inc.**  
**Balance Sheet**

\$\$\$ in thousands -- Fiscal year ends 12/31

	2000	2001	2002	2003	2004	2005
Cash and Equivalents (and Fed Funds Sold)	\$ 212,783	\$ 450,827	\$ 244,525	\$ 279,888	\$ 173,629	\$ 226,394
Accts. Receivable and Unbilled Revenue, net	188,056	184,124	178,327	187,716	208,533	212,428
Available-for-Sale Securities	164,668	1,613,710	1,960,288	1,787,177	2,034,091	1,913,585
Securities Pledged for Repo. Agreements	657,371	756,749	784,362	941,571	919,281	821,274
Held-to-Maturity Investment Securities	1,448,466	84,211	89,545	94,624	97,365	97,784
Loans Receivable, net	3,211,325	2,857,622	2,993,989	3,121,979	3,249,191	3,427,687
Property, Plant and Equipment	2,054,474	2,067,503	2,241,943	2,311,888	2,422,303	2,452,775
Regulatory Assets	116,623	111,376	0	0	108,630	109,083
Other	363,447	309,847	345,002	382,228	414,971	455,981
Goodwill and Intangibles	101,481	101,954	97,572	93,887	91,263	90,140
<b>Total Assets</b>	<b>8,518,684</b>	<b>8,517,943</b>	<b>8,933,583</b>	<b>9,201,158</b>	<b>9,719,257</b>	<b>9,807,071</b>
Accounts Payable	\$ 125,719	\$ 119,850	\$ 134,416	\$ 132,780	\$ 153,943	\$ 146,022
Deposit Liabilities	3,584,646	3,679,586	3,800,772	4,028,250	4,296,172	4,453,322
Short-Term Borrowings	104,398	0	0	0	76,611	126,888
Repurchase Agreements	596,504	683,180	667,247	831,335	811,438	667,463
FHLB Advances	1,249,252	1,032,752	1,178,282	1,017,053	988,231	1,018,200
Long-Term Debt	1,088,731	1,148,769	1,106,270	1,064,420	1,168,735	1,168,079
Deferred Income Tax	187,420	185,436	235,431	228,590	229,765	226,845
Contributions in Aid of Construction	211,518	213,557	218,094	233,969	235,505	236,330
Other	297,041	293,742	257,315	273,442	319,418	305,371
Regulatory liabilities			57,080	71,882	197,089	206,172
Pref. Sec. of Trust Sub. and Sub. Debentures	200,000	200,000	200,000	200,000	0	0
Pref. Stock of Subsidiaries	34,406	34,406	34,406	34,406	34,406	34,293
<b>Stockholders' Equity</b>	<b>939,059</b>	<b>929,685</b>	<b>1,046,300</b>	<b>1,089,031</b>	<b>1,210,946</b>	<b>1,216,066</b>
<b>Total Liabilities and Equity</b>	<b>8,518,684</b>	<b>8,517,943</b>	<b>8,933,583</b>	<b>9,201,158</b>	<b>9,719,257</b>	<b>9,807,071</b>
<b>Capital Structure (Excluding ASE's deposits, repos, and advances)</b>						
Long-Term and Short-term Debt	\$1,193,129	\$1,148,769	\$1,106,270	\$1,064,420	\$1,243,346	\$1,294,967
Trust Preferreds	200,000	200,000	200,000	200,000	0	0
Preferred Stock of Subs	34,406	34,406	34,406	34,406	34,406	34,293
<b>Common Stock Equity</b>	<b>839,059</b>	<b>929,685</b>	<b>1,046,300</b>	<b>1,089,031</b>	<b>1,210,946</b>	<b>1,216,066</b>
	<b>\$2,268,594</b>	<b>\$2,308,840</b>	<b>\$2,388,978</b>	<b>\$2,387,857</b>	<b>\$2,488,696</b>	<b>\$2,545,348</b>
<b>% Weighting of Capital Structure</b>						
Long-Term and Short-Term Debt	52.6%	49.8%	46.3%	44.6%	50.0%	50.9%
Trust Preferreds	8.8%	8.7%	8.4%	8.4%	0.0%	0.0%
Preferred Stock of Subs	1.5%	1.5%	1.4%	1.4%	1.4%	1.3%
Common Stock Equity	<u>37.0%</u>	<u>40.2%</u>	<u>43.8%</u>	<u>45.8%</u>	<u>48.7%</u>	<u>47.8%</u>
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Common Shares Outstanding ('000's)</b>	<b>65,982</b>	<b>71,200</b>	<b>73,616</b>	<b>75,838</b>	<b>80,687</b>	<b>80,934</b>
<b>Book Value Per HEI Share by Segment</b>						
Electric Utility	\$12.50	\$12.32	\$12.54	\$12.45	\$12.61	\$12.73
Bank	\$6.75	\$6.72	\$6.38	\$6.13	\$6.89	\$6.99
Other	(\$5.53)	(\$4.98)	(\$4.69)	(\$4.22)	(\$4.49)	(\$4.49)
<b>Book Value Per Share</b>	<b>\$12.72</b>	<b>\$13.06</b>	<b>\$14.21</b>	<b>\$14.36</b>	<b>\$15.01</b>	<b>\$15.03</b>

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**Hawaiian Electric Industries, Inc.**  
**Consolidated Statements of Income**  
\$\$\$ in thousands - Fiscal year ends 12/31

	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
<b>Revenues:</b>											
Electric Utility	\$ 1,386,888	\$ 1,405,913	\$ 1,410,803	\$ 1,410,877	\$ 1,423,376	\$ 1,438,879	\$ 1,474,775	\$ 1,479,730	\$ 1,497,646	\$ 1,504,172	\$ 1,504,976
Bank	371,238	88,258	88,882	88,298	94,748	104,324	87,224	91,846	83,743	88,346	410,162
Other	13,211	1,229	1,211	1,268	288	8,159	628	888	11,812	1,201	5,629
<b>Total Revenues</b>	<b>1,771,336</b>	<b>1,500,110</b>	<b>1,500,896</b>	<b>1,500,443</b>	<b>1,518,412</b>	<b>1,551,532</b>	<b>1,562,627</b>	<b>1,572,464</b>	<b>1,593,201</b>	<b>1,593,619</b>	<b>1,920,767</b>
<b>Expenses:</b>											
Electric Utility	1,289,188	1,322,473	1,324,491	1,327,364	1,332,240	1,376,788	1,421,188	1,427,883	1,437,836	1,453,418	1,767,848
Bank	278,854	61,180	66,971	61,788	88,434	288,310	88,271	88,744	78,887	72,148	389,882
Other	15,854	2,859	3,180	3,856	6,238	12,878	4,812	3,888	11,853	1,553	15,888
<b>Total Expenses</b>	<b>1,583,896</b>	<b>1,386,512</b>	<b>1,394,642</b>	<b>1,393,008</b>	<b>1,426,912</b>	<b>1,667,976</b>	<b>1,514,271</b>	<b>1,520,515</b>	<b>1,528,276</b>	<b>1,527,019</b>	<b>2,173,618</b>
<b>Operating Income</b>	<b>187,440</b>	<b>113,598</b>	<b>106,254</b>	<b>107,439</b>	<b>91,500</b>	<b>183,556</b>	<b>58,356</b>	<b>54,579</b>	<b>165,365</b>	<b>166,600</b>	<b>747,149</b>
Electric Utility	178,285	44,140	46,814	52,719	31,138	173,867	31,838	42,847	86,508	48,786	187,838
Bank	82,786	36,108	23,871	26,571	28,234	184,874	28,883	22,302	22,786	26,188	188,839
Other	2,369	1,350	1,569	2,149	2,128	15,815	1,635	1,430	16,071	1,626	10,472
<b>Total Operating Income</b>	<b>263,440</b>	<b>80,608</b>	<b>72,245</b>	<b>81,430</b>	<b>61,492</b>	<b>373,556</b>	<b>62,354</b>	<b>67,579</b>	<b>135,374</b>	<b>176,540</b>	<b>986,150</b>
<b>Interest Expense - other than bank</b>	<b>(44,292)</b>	<b>(21,447)</b>	<b>(21,194)</b>	<b>(18,214)</b>	<b>(16,472)</b>	<b>(77,178)</b>	<b>(11,845)</b>	<b>(11,134)</b>	<b>(10,293)</b>	<b>(12,330)</b>	<b>(18,338)</b>
<b>Preferred Stock Dividends of Subsidiaries</b>	<b>(1,088)</b>	<b>(817)</b>	<b>(1,471)</b>	<b>(1,175)</b>	<b>(1,174)</b>	<b>(1,801)</b>	<b>(448)</b>	<b>(473)</b>	<b>(675)</b>	<b>(473)</b>	<b>(1,988)</b>
<b>Post Security Distributions of Trust Sub</b>	<b>(16,841)</b>	<b>(1,914)</b>	<b>(730)</b>	<b>(888)</b>	<b>(308)</b>	<b>(3,842)</b>	<b>(427)</b>	<b>(476)</b>	<b>(800)</b>	<b>(800)</b>	<b>(3,488)</b>
<b>AFUDC - Debt</b>	<b>5,914</b>	<b>644</b>	<b>730</b>	<b>888</b>	<b>308</b>	<b>(3,842)</b>	<b>(427)</b>	<b>(476)</b>	<b>(800)</b>	<b>(800)</b>	<b>(3,488)</b>
<b>AFUDC - Equity</b>	<b>6,282</b>	<b>1,348</b>	<b>1,870</b>	<b>1,834</b>	<b>738</b>	<b>5,738</b>	<b>1,082</b>	<b>1,182</b>	<b>1,820</b>	<b>1,820</b>	<b>5,888</b>
<b>Pre-Tax Income</b>	<b>182,618</b>	<b>48,008</b>	<b>48,771</b>	<b>58,839</b>	<b>34,812</b>	<b>288,210</b>	<b>38,674</b>	<b>43,802</b>	<b>72,148</b>	<b>48,888</b>	<b>238,916</b>
<b>Income Taxes</b>	<b>(54,882)</b>	<b>(17,078)</b>	<b>(18,551)</b>	<b>(24,888)</b>	<b>(12,032)</b>	<b>(84,888)</b>	<b>(14,778)</b>	<b>(18,787)</b>	<b>(27,612)</b>	<b>(17,678)</b>	<b>(84,888)</b>
<b>Income from Continuing Operations</b>	<b>127,736</b>	<b>30,930</b>	<b>30,220</b>	<b>33,951</b>	<b>22,780</b>	<b>203,322</b>	<b>23,896</b>	<b>25,015</b>	<b>44,536</b>	<b>31,210</b>	<b>154,028</b>
<b>Discontinued Operations - Net of Tax</b>	<b>(4,832)</b>	<b>0</b>	<b>0</b>	<b>1,813</b>	<b>0</b>	<b>1,813</b>	<b>0</b>	<b>(1,813)</b>	<b>0</b>	<b>(1,813)</b>	<b>0</b>
<b>Net Income</b>	<b>122,904</b>	<b>30,930</b>	<b>30,220</b>	<b>35,764</b>	<b>22,780</b>	<b>205,135</b>	<b>23,896</b>	<b>23,202</b>	<b>42,723</b>	<b>29,397</b>	<b>154,028</b>
<b>Applicable Shares</b>	<b>74,874</b>	<b>77,188</b>	<b>80,707</b>	<b>80,828</b>	<b>80,881</b>	<b>78,788</b>	<b>81,138</b>	<b>81,213</b>	<b>81,238</b>	<b>81,213</b>	<b>81,134</b>
<b>Earnings Per Share:</b>											
Continuing Operations - Non-Recurring Items	\$1.67	\$0.40	\$0.37	\$0.44	\$0.28	\$2.62	\$0.29	\$0.28	\$0.53	\$0.36	\$1.90
Discontinued Operations	(0.07)	0.00	0.00	0.02	0.00	(0.02)	0.00	(0.02)	0.00	0.02	0.00
<b>GAAP EPS</b>	<b>\$1.60</b>	<b>\$0.40</b>	<b>\$0.37</b>	<b>\$0.46</b>	<b>\$0.28</b>	<b>\$2.60</b>	<b>\$0.29</b>	<b>\$0.26</b>	<b>\$0.53</b>	<b>\$0.38</b>	<b>\$1.90</b>
<b>Dividends Per Share</b>	<b>\$1.36</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$1.34</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$1.34</b>
<b>Dividend Payout Ratio of GAAP EPS</b>	<b>81.9%</b>	<b>77.3%</b>	<b>82.8%</b>	<b>68.7%</b>	<b>101.2%</b>	<b>50.9%</b>	<b>104.4%</b>	<b>91.3%</b>	<b>58.3%</b>	<b>81.9%</b>	<b>70.0%</b>
<b>Tax Rate</b>	<b>30.6%</b>	<b>36.6%</b>	<b>37.4%</b>	<b>38.0%</b>	<b>32.4%</b>	<b>46.3%</b>	<b>38.0%</b>	<b>34.9%</b>	<b>38.0%</b>	<b>37.3%</b>	<b>38.0%</b>
<b>Net Income by Segment (incl. ops.)</b>											
Electric Utility	78,911	20,023	21,738	26,176	13,244	81,777	12,388	19,844	24,382	18,832	74,823
Bank	86,391	16,877	14,441	16,378	16,788	41,882	17,781	13,882	13,878	16,888	81,371
Other (excluding income)	(41,998)	(2,970)	(5,959)	(2,890)	(2,000)	(1,889)	(1,213)	(1,470)	(9,086)	(4,422)	(11,866)
<b>Unaffiliated Parent Company</b>	<b>(8,172)</b>	<b>(1,000)</b>	<b>(1,000)</b>	<b>(1,000)</b>	<b>(1,000)</b>	<b>(1,889)</b>	<b>(1,213)</b>	<b>(1,470)</b>	<b>(1,000)</b>	<b>(1,000)</b>	<b>(1,889)</b>
<b>Total</b>	<b>116,849</b>	<b>30,930</b>	<b>30,220</b>	<b>38,664</b>	<b>25,032</b>	<b>109,760</b>	<b>27,766</b>	<b>26,854</b>	<b>31,274</b>	<b>29,397</b>	<b>142,049</b>
<b>EPS by Segment (incl. operations)</b>											
Electric Utility	\$1.06	\$0.26	\$0.27	\$0.32	\$0.16	\$1.02	\$0.15	\$0.24	\$0.29	\$0.23	\$0.92
Bank	\$0.78	\$0.21	\$0.18	\$0.20	\$0.21	\$0.53	\$0.22	\$0.17	\$0.17	\$0.20	\$0.99
Other (excluding income)	(0.56)	(0.04)	(0.07)	(0.03)	(0.02)	(0.02)	(0.01)	(0.02)	(0.01)	(0.05)	(0.14)
<b>Unaffiliated Parent Company</b>	<b>(0.11)</b>	<b>(0.01)</b>	<b>(0.01)</b>	<b>(0.01)</b>	<b>(0.01)</b>	<b>(0.02)</b>	<b>(0.01)</b>	<b>(0.02)</b>	<b>(0.01)</b>	<b>(0.01)</b>	<b>(0.02)</b>
<b>Total</b>	<b>\$1.07</b>	<b>\$0.42</b>	<b>\$0.37</b>	<b>\$0.49</b>	<b>\$0.34</b>	<b>\$1.49</b>	<b>\$0.36</b>	<b>\$0.38</b>	<b>\$0.45</b>	<b>\$0.40</b>	<b>\$1.75</b>



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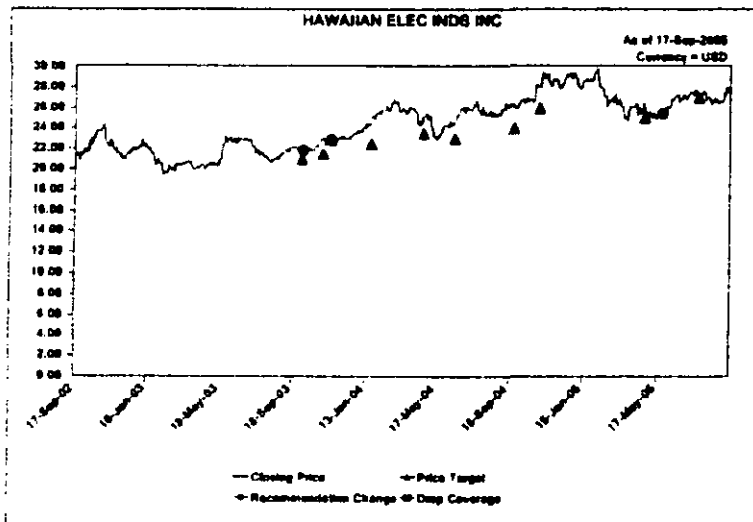
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D.A. Davidson & Co. Ratings	Buy	Neutral	Underperform
Risk adjusted return potential	Over 15% total return expected on a risk adjusted basis over next 12-18 months	>0-15% return potential on a risk adjusted basis over next 12-18 months	Likely to remain flat or lose value on a risk adjusted basis over next 12-18 months

Distribution of Ratings (as of 8/31/05)	Buy	Hold	Sell
Corresponding Institutional Research Ratings and Distribution	Buy 43%	Neutral 49%	Underperform 8%
Corresponding Private Client Research Ratings and Distribution	Outperform 88%	Market Perform 12%	Underperform 0%
Distribution of Combined Ratings	51%	43%	6%

Distribution of companies from whom D.A. Davidson & Co. has received compensation for investment banking services in last 12 mos.			
Institutional Coverage	9%	10%	8%
Private Client Coverage	0%	0%	0%
Distribution of Combined Investment Banking	6%	10%	8%



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**D.A. Davidson & Co. Institutional Research Rating Scale (beginning 7/9/02)**  
Buy, Neutral, Underperform

**D.A. Davidson & Co. Institutional Research Rating Scale (6/18/01 – 7/9/02)**  
Strong Buy, Buy, Neutral, Underperform

**HAWAIIAN ELEC INDS INC**

Currency = USD

Date	Closing Price	Recommendation Change	Date	Closing Price	Price Target
25-May-2005	25.38	NEUTRAL	28-Jul-2005	28.92	27.00
14-Nov-2003	22.93	UNDERPERFORM	28-Apr-2005	25.83	25.00
01-Oct-2003	21.90	NEUTRAL	01-Nov-2004	26.28	26.00
			20-Sep-2004	26.08	24.00
			14-Jun-2004	24.85	23.00
			22-Apr-2004	25.10	23.50
			21-Jan-2004	24.70	22.50
			03-Nov-2003	23.08	21.50
			30-Sep-2003	21.77	21.00

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**D.A. Davidson & Co.**

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Institutional Equity Research

September 29, 2005

## HAWAIIAN ELECTRIC INDUSTRIES, INC.

HE - NYSE

Rating:  
**NEUTRAL**

Price: (9/29/05) \$27.90

Price Targets:  
12-18 month: \$27  
5-year: \$31

Industry:  
Utilities

James L. Bellessa, Jr., CFA  
406.791.7230  
jbellessa@dadco.com

### Regulators Grant First Rate Increase on Oahu in a Decade

As reported in a Form 8-K filed today, the Public Utilities Commission of the State of Hawaii (PUC) has granted an interim rate increase to the Hawaiian Electric Company (HECO), the utility subsidiary of Hawaiian Electric Industries, Inc. on the island of Oahu.

The allowed 3.3% average rate increase over previous tariffs amounts to \$41.1 million in annual revenues, excluding the transfer of certain surcharges into base electric rates. (The announced increase does not include the passthrough of higher fuel costs that have added another 16% to rates in the past year.) The rate increase is based on a 10.7% return on average common equity. This is the first increase since 1995 on Oahu.

Details of the PUC order have not yet been posted. A number of unresolved issues were heard by the PUC during evidentiary hearings that were concluded on September 19. The major item being examined was the inclusion or rejection of about \$50 million in prepaid pension assets, net of deferred income taxes, which would have affected rates by about \$7 million. Apparently, most of these unresolved issues were decided in the company's favor as the \$41.1 million increase in allowed revenues approximated the \$42 million amount of the proposed settlement agreement announced two weeks ago. The interim decision modestly exceeds our projection of a \$37 million (+3.0%) rate increase.

There is no set time for the PUC to make its interim decision permanent. Until then, the interim increase is subject to refund with interest pending the final outcome of the rate case.

We are maintaining our 2005 and 2006 EPS estimates of \$1.56 and \$1.72, respectively. While the rate increase is modestly larger than is built into our earnings model, we are concerned that a relatively flat yield curve may be compressing bank margins greater than we have forecasted. We expect to revise our earnings model once the company reports 3Q'05 results in about a month.

With the current share price slightly above our target price of \$27, or 15.7x our 2005 EPS forecast, we continue to maintain our **NEUTRAL** rating on the stock.

## RESEARCH NOTE

Please refer to pages 2-3 of this report for detailed disclosure and certification information.

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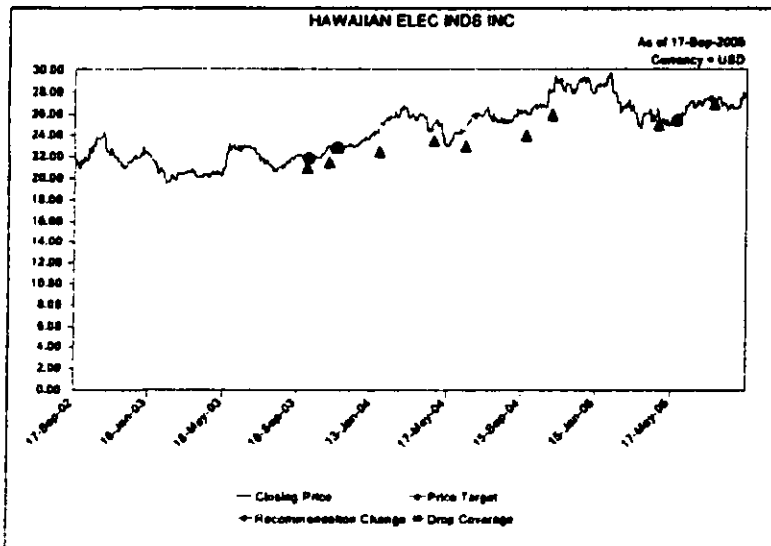
**Ratings Information**

D.A. Davidson & Co. Ratings	Buy	Neutral	Underperform
Risk adjusted return potential	Over 15% total return expected on a risk adjusted basis over next 12-18 months	>0-15% return potential on a risk adjusted basis over next 12-18 months	Likely to remain flat or lose value on a risk adjusted basis over next 12-18 months

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Strong Buy, Buy, Neutral, Underperform

**HAWAIIAN ELEC INDS INC**

Currency = USD

Date	Closing Price	Recommendation Change	Date	Closing Price	Price Target
25-May-2005	25.38	NEUTRAL	26-Jul-2005	26.92	27.00
14-Nov-2003	22.93	UNDERPERFORM	26-Apr-2005	25.93	25.00
01-Oct-2003	21.90	NEUTRAL	01-Nov-2004	26.29	26.00
			20-Sep-2004	26.08	24.00
			14-Jun-2004	24.85	23.00
			22-Apr-2004	25.10	23.50
			21-Jan-2004	24.70	22.50
			03-Nov-2003	23.08	21.50
			30-Sep-2003	21.77	21.00

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DAVIDSON  
COMPANIES

D.A. Davidson & Co.

member SIPC

Institutional Equity Research

# HAWAIIAN ELECTRIC INDUSTRIES, INC.

HE - NYSE

October 3, 2005

Rating:  
**NEUTRAL**

Price: (9/30/05) \$27.88

Price Targets:  
12-18 month: \$27  
5-year: \$31

Industry:  
Utilities

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FY(Dec)	2004A <sup>1</sup>	2005E <sup>2</sup>	Y-O-Y Growth	2006E	Y-O-Y Growth
Revenue (\$M)	\$1,924.1	\$2,221.8	15%	\$2,379.8	7%
Previous	-	\$2,222.0		NC	
Price/Revenue ratio	1.2x	1.0x		1.0x	
EPS Revised	\$1.38	\$1.56	13%	\$1.72	11%
Previous	-	NC		NC	
Price/EPS ratio	20.3x	17.9x		16.2x	
EBITDA (\$M)	\$412.5	\$421.0	2%	\$458.0	9%
EV/EBITDA ratio	8.1x	8.0x		7.3x	

Quarterly Data:	EPS	EPS Previous	Revenue (\$M)	Revenue Previous	EBITDA (\$M)
3/31/05A	\$0.30	-	\$472.6	-	\$90.2
6/30/05A	\$0.34	-	\$522.3	-	\$100.8
9/30/05E <sup>2</sup>	\$0.55	NC	\$623.2	\$623.4	\$128.1
12/31/05E <sup>2</sup>	\$0.37	NC	\$603.7	NC	\$102.0

<sup>1,2</sup> See footnote detail on page 2.

## Valuation Data

Long-term growth rate (E)	3%
Total Debt/Cap (6/30/05)	50.9%
Cash per share (6/30/05)	\$2.80
Book value per share (6/30/05)	\$15.03
Dividend (yield)	\$1.24 (4.4%)
Return on Equity (T-T-M)	10%

## Trading Data

Shares outstanding (M)	80.9
Market Capitalization (\$M)	\$2,256
\$2-week range	\$24.60 - \$29.79
Average daily volume (3 mos.) (K)	204
Float	99%
Index Membership	S&P 400 MidCap

## Adjusting Model for Portfolio Gain and Possible Bank Margin Pressures. Maintaining NEUTRAL Rating.

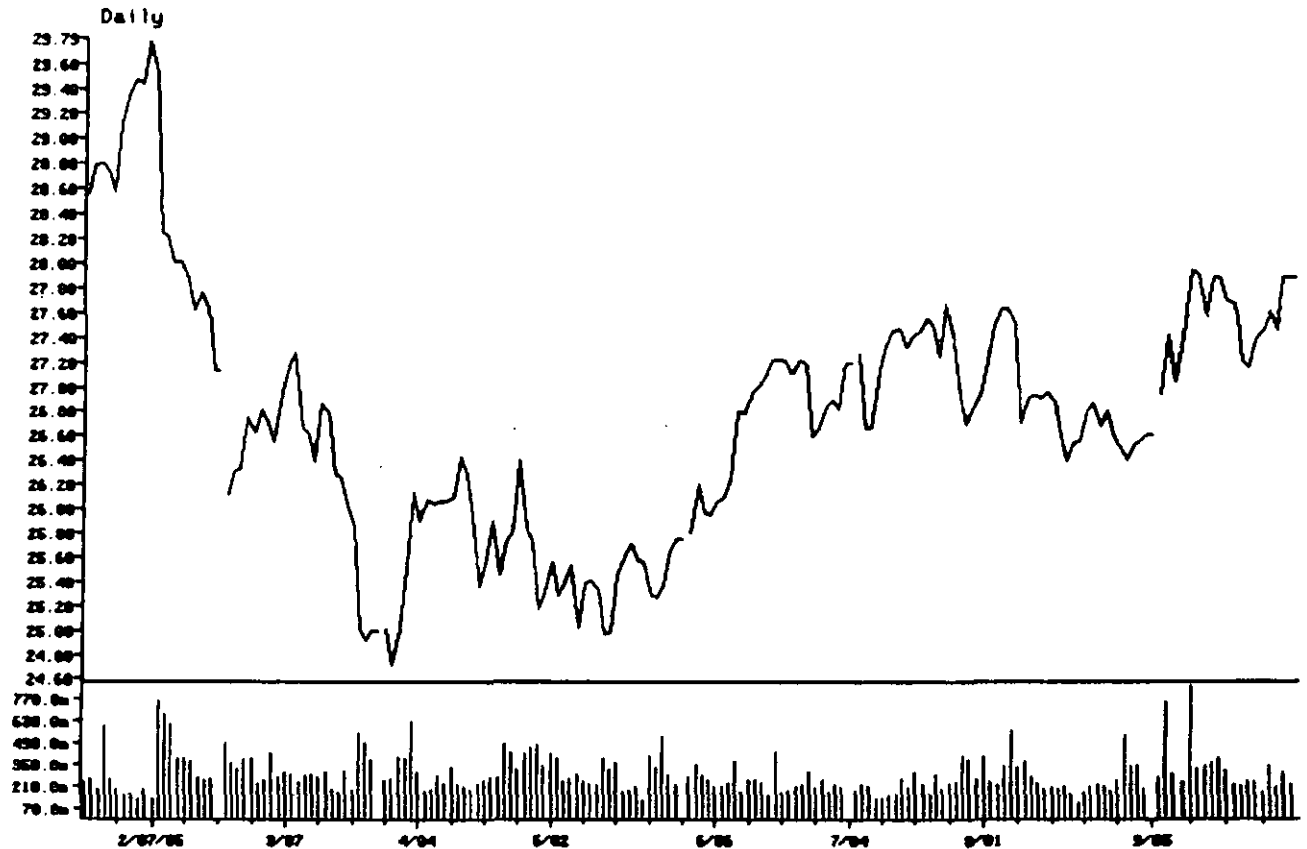
- We are adjusting our Hawaiian Electric Industries earnings model for two offsetting items, leaving our 3Q'05, 2005, and 2006 EPS estimates unchanged.
- We are incorporating an estimated \$0.05 per share rise in the 3Q'05 value of marketable securities due to Hawaiian Electric Industries' 666,667 share ownership in a recent initial public offering of Hoku Scientific, Inc. (HOKU - \$10.70). Hoku is a Hawaii fuel cell technology startup company. Hoku's share price has sharply moved higher in September after we initially assumed a \$0.03 per share 3Q'05 contribution to Hawaiian Electric Industries from this investment. The Hoku stock, held by a subsidiary of Hawaiian Electric Industries, with a cost basis of \$0.5 million, is being marked-to-market for the first time in 3Q'05, with changes in fair value recorded in earnings, after adjusting for an implied tax rate.
- Given a flattening yield curve, and likely pressures on the interest rate spread, we are reducing our 3Q'05 EPS contribution from the bank from \$0.20 to \$0.18.
- Our earnings model already incorporates benefits for the utility from cooling degree days that exceeded normal and year-earlier temperatures in 3Q'05.
- Our 2005 and 2006 EPS estimates remain unchanged at \$1.56 and \$1.72, respectively. With the current share price at our near-term target price of \$27, or 15.7x our 2006 EPS estimate, we continue to maintain our NEUTRAL rating on the stock.

## Company Description:

Hawaiian Electric Industries, Inc. is a holding company engaged in the electric utility and banking businesses in the state of Hawaii. Hawaiian Electric Company, Inc. provides electric services on five islands, whose populations comprise 95% of the state's residents. American Savings Bank, FSB, is the state's third largest financial institution with \$6.7 billion in assets.

D.A. Davidson & Co.

Price Chart



Source: ILX

Footnotes from page 1:

- <sup>1</sup> Includes 2Q'04 charge of \$0.30/sh. for REIT tax ruling. Includes 3Q'04 benefits of \$0.04/sh. gain on sale of CDO investments and \$0.02/sh. gain from discontinued operations related to sale of Chinese venture. Includes 4Q'04 benefit of \$0.04/sh. stemming from the settlement with the State of Hawaii Department of Taxation (DOT) regarding the REIT tax ruling, representing a partial reversal of amounts previously charged to net income in 2Q'04. Also, includes a 4Q'04 benefit of \$0.02 per share from correcting the accounting procedure for amortizing premiums and discounts on bank's mortgage-backed securities portfolio.
- <sup>2</sup> Includes an estimated 3Q'05 gain of \$0.11/sh. for the sale of HEI Investments, Inc.'s sale of an interest in generating plant in Georgia, and a mark-to-market benefit of \$0.05/sh. for an investment in Hoku Scientific. Includes an estimated 4Q'05 benefit of \$0.02/sh. from a possible insurance payment in connection with an investment in a China joint venture interest, which would be recorded as a gain on disposal of discontinued operations.

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**Hawaiian Electric Industries, Inc.**  
**Balance Sheet**

\$\$\$ in thousands - Fiscal year ends 12/31

	2000	2001	2002	2003	2004	2005
Cash and Equivalents (and Fed Funds Sold)	\$ 212,783	\$ 450,827	\$ 244,525	\$ 279,988	\$ 173,629	\$ 226,394
Accts. Receivable and Unbilled Revenue, net	188,056	164,124	176,327	187,716	208,533	212,428
Available-for-Sale Securities	164,688	1,613,710	1,980,288	1,787,177	2,034,091	1,913,565
Securities Pledged for Repo. Agreements	857,371	758,749	784,362	941,571	918,281	821,274
Held-to-Maturity Investment Securities	1,448,486	84,211	89,545	94,824	97,365	97,784
Loans Receivable, net	3,211,325	2,857,822	2,963,869	3,121,979	3,248,191	3,427,687
Property, Plant and Equipment	2,054,474	2,067,603	2,241,843	2,311,888	2,422,303	2,452,775
Regulatory Assets	116,823	111,376	0	0	108,630	109,083
Other	363,447	309,867	345,002	382,228	414,971	455,961
Goodwill and Intangibles	101,481	101,929	87,872	83,987	81,293	80,140
<b>Total Assets</b>	<b>8,518,694</b>	<b>8,517,943</b>	<b>8,833,553</b>	<b>9,201,158</b>	<b>9,719,257</b>	<b>9,807,071</b>
Accounts Payable	\$ 125,719	\$ 119,850	\$ 134,416	\$ 132,780	\$ 163,843	\$ 146,022
Deposit Liabilities	3,584,946	3,679,586	3,800,772	4,028,250	4,298,172	4,453,322
Short-Term Borrowings	104,398	0	0	0	76,611	126,688
Repurchase Agreements	696,604	653,180	687,247	631,335	611,438	667,463
FHLB Advances	1,249,252	1,032,752	1,178,252	1,017,053	888,231	1,018,200
Long-Term Debt	1,088,731	1,145,769	1,106,270	1,064,420	1,168,735	1,168,079
Deferred Income Tax	187,420	185,436	235,431	226,590	229,785	228,845
Contributions in Aid of Construction	211,518	213,557	218,084	233,969	235,605	236,330
Other	297,041	293,742	257,315	273,442	318,418	305,371
Regulatory liabilities			57,050	71,882	197,089	208,172
Pref. Sec. of Trust Sub. and Sub. Debentures	200,000	200,000	200,000	200,000	0	0
Pref. Stock of Subsidiaries	34,406	34,406	34,406	34,406	34,405	34,293
<b>Stockholders' Equity</b>	<b>839,059</b>	<b>929,665</b>	<b>1,046,300</b>	<b>1,089,031</b>	<b>1,210,945</b>	<b>1,216,086</b>
<b>Total Liabilities and Equity</b>	<b>8,518,694</b>	<b>8,517,943</b>	<b>8,833,553</b>	<b>9,201,158</b>	<b>9,719,257</b>	<b>9,807,071</b>
<b>Capital Structure (Excluding ASB's deposits, repos, and advances)</b>						
Long-Term and Short-Term Debt	\$1,193,129	\$1,145,769	\$1,106,270	\$1,064,420	\$1,243,346	\$1,294,987
Trust Preferreds	200,000	200,000	200,000	200,000	0	0
Preferred Stock of Subs	34,406	34,406	34,406	34,406	34,405	34,293
Common Stock Equity	839,059	929,665	1,046,300	1,089,031	1,210,945	1,216,086
	\$2,266,594	\$2,309,840	\$2,386,976	\$2,387,857	\$2,488,696	\$2,545,346
<b>% Weighting of Capital Structure</b>						
Long-Term and Short-Term Debt	52.6%	49.6%	48.3%	44.8%	50.0%	50.9%
Trust Preferreds	8.8%	8.7%	8.4%	8.4%	0.0%	0.0%
Preferred Stock of Subs	1.5%	1.5%	1.4%	1.4%	1.4%	1.3%
Common Stock Equity	37.0%	40.2%	43.8%	45.6%	48.7%	47.8%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Common Shares Outstanding ('000's)	65,882	71,200	73,618	75,838	80,687	80,934
<b>Book Value Per HEI Share by Segment</b>						
Electric Utility	\$12.50	\$12.32	\$12.54	\$12.45	\$12.61	\$12.73
Bank	\$8.75	\$8.72	\$8.36	\$8.13	\$8.89	\$8.99
Other	(\$5.53)	(\$4.98)	(\$4.69)	(\$4.22)	(\$4.49)	(\$4.09)
<b>Book Value Per Share</b>	<b>\$12.72</b>	<b>\$13.06</b>	<b>\$14.21</b>	<b>\$14.36</b>	<b>\$15.01</b>	<b>\$15.03</b>



D.A. Davidson & Co.

**Hawaiian Electric Industries, Inc.**  
**Consolidated Statements of Income**  
\$\$\$ in thousands - Fiscal year ends 12/31

	2005	2004	2003	2002	2001	2000	1999	1998	1997	1996	1995	1994
<b>Revenues:</b>												
Electric Utility	\$ 1,386,686	\$ 1,346,613	\$ 1,370,806	\$ 1,418,977	\$ 1,423,176	\$ 1,388,871	\$ 1,374,776	\$ 1,429,730	\$ 1,467,846	\$ 1,504,172	\$ 1,570,334	\$ 1,564,974
Bank	171,130	89,236	89,862	90,288	94,746	104,384	17,234	11,846	53,743	60,345	391,368	419,163
Other	13,811	1,239	1,211	1,388	288	3,853	632	389	11,233	1,220	66,988	6,888
<b>Total Revenues</b>	<b>1,571,627</b>	<b>1,437,088</b>	<b>1,461,879</b>	<b>1,510,653</b>	<b>1,518,210</b>	<b>1,503,088</b>	<b>1,409,242</b>	<b>1,441,955</b>	<b>1,532,822</b>	<b>1,565,747</b>	<b>2,028,690</b>	<b>2,091,025</b>
<b>Expenses:</b>												
Electric Utility	1,239,138	1,202,473	1,214,861	1,257,384	1,262,340	1,256,788	1,243,166	1,287,083	1,337,338	1,403,418	1,431,388	1,427,648
Bank	278,888	63,186	64,371	62,788	65,424	100,318	60,271	69,744	70,887	72,145	381,147	388,893
Other	29,864	1,860	1,180	1,865	8,235	17,829	4,811	2,886	24,853	1,351	27,793	15,388
<b>Total Expenses</b>	<b>1,547,890</b>	<b>1,267,519</b>	<b>1,280,412</b>	<b>1,321,977</b>	<b>1,335,999</b>	<b>1,374,935</b>	<b>1,308,248</b>	<b>1,359,713</b>	<b>1,433,078</b>	<b>1,476,914</b>	<b>1,840,328</b>	<b>1,831,929</b>
<b>Operating Income:</b>												
Electric Utility	147,548	144,140	155,945	161,593	160,836	132,083	116,610	142,647	130,508	160,754	138,946	137,326
Bank	92,242	26,050	25,491	27,500	29,322	44,066	26,963	22,202	22,786	28,199	109,111	130,269
Other	(1,261)	1,171	2,178	2,665	(1,331)	(1,741)	(1,282)	(1,257)	15,860	(1,102)	8,632	(11,581)
<b>Total Operating Income</b>	<b>138,529</b>	<b>171,361</b>	<b>183,614</b>	<b>191,758</b>	<b>188,827</b>	<b>174,408</b>	<b>142,291</b>	<b>163,592</b>	<b>169,154</b>	<b>187,853</b>	<b>248,659</b>	<b>256,014</b>
Interest Expense - other than bank	(69,265)	(77,447)	(79,195)	(79,147)	(78,247)	(77,179)	(78,326)	(79,147)	(79,243)	(79,130)	(79,433)	(79,433)
Preferred Stock Dividends to Subsidiaries	(1,000)	(1,000)	(1,000)	(1,000)	(1,000)	(1,000)	(1,000)	(1,000)	(1,000)	(1,000)	(1,000)	(1,000)
Prof. Security Distributions to Trust Sub.	(16,816)											
AFUDC - Debt	1,914	944	733	900	308	3,843	437	478	808	800	1,882	1,882
AFUDC - Equity	5,882	1,863	1,879	1,838	728	8,736	1,087	1,182	1,809	1,809	3,388	3,388
Pre-Tax Income	163,418	185,081	196,931	203,349	200,618	208,716	163,418	185,081	196,931	188,812	248,659	256,014
Income Taxes	(64,862)	(17,073)	(16,533)	(16,888)	(17,082)	(16,888)	(16,773)	(16,361)	(17,412)	(17,412)	(16,888)	(16,888)
Income from Continuing Operations	98,556	168,008	180,398	186,461	183,536	191,828	146,645	168,720	179,519	171,400	231,771	239,126
Discontinued Operations, Net of Tax	(1,618)	0	0	1,812	0	1,812	0	0	0	1,500	7,665	0
<b>Net Income</b>	<b>96,938</b>	<b>168,008</b>	<b>180,398</b>	<b>188,273</b>	<b>183,536</b>	<b>193,640</b>	<b>146,645</b>	<b>168,720</b>	<b>179,519</b>	<b>172,900</b>	<b>239,436</b>	<b>239,126</b>
<b>Applicable Shares</b>	<b>74,874</b>	<b>77,186</b>	<b>80,707</b>	<b>80,828</b>	<b>80,801</b>	<b>78,749</b>	<b>81,136</b>	<b>81,213</b>	<b>81,238</b>	<b>81,263</b>	<b>81,213</b>	<b>81,238</b>
<b>Earnings Per Share:</b>												
Cont. Operations of Non-Recurring Items	\$1.32	\$2.18	\$2.24	\$2.33	\$2.27	\$2.46	\$1.81	\$2.08	\$2.21	\$2.10	\$2.95	\$2.93
Non-Recurring Items	(0.01)	(0.01)	(0.01)	(0.01)	(0.01)	(0.01)	(0.01)	(0.01)	(0.01)	(0.01)	(0.01)	(0.01)
Discontinued Operations	(0.02)	0.00	0.00	0.02	0.00	0.02	0.00	0.00	0.00	0.02	0.09	0.00
<b>GAAP EPS</b>	<b>\$1.29</b>	<b>\$2.17</b>	<b>\$2.23</b>	<b>\$2.34</b>	<b>\$2.26</b>	<b>\$2.47</b>	<b>\$1.80</b>	<b>\$2.07</b>	<b>\$2.20</b>	<b>\$2.11</b>	<b>\$2.93</b>	<b>\$2.92</b>
<b>Dividends Per Share</b>	<b>\$1.34</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$1.34</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$1.34</b>	<b>\$1.34</b>
<b>Dividend Payout Ratio of GAAP EPS</b>	<b>104%</b>	<b>14%</b>	<b>14%</b>	<b>13%</b>	<b>14%</b>	<b>54%</b>	<b>17%</b>	<b>15%</b>	<b>14%</b>	<b>15%</b>	<b>45%</b>	<b>46%</b>
<b>Tax Rate</b>	<b>39.9%</b>	<b>38.8%</b>	<b>37.4%</b>	<b>38.6%</b>	<b>32.6%</b>	<b>40.2%</b>	<b>38.8%</b>	<b>34.8%</b>	<b>34.8%</b>	<b>34.8%</b>	<b>37.3%</b>	<b>38.8%</b>
<b>Net Income by Segment (incl. ops.)</b>												
Electric Utility	78,911	20,823	21,728	26,176	13,344	61,177	12,388	18,644	24,282	16,532	74,833	96,294
Bank	88,891	19,827	17,449	16,378	16,708	41,862	17,761	13,862	13,876	16,668	64,321	67,348
Other (excluding insurance)	11,467	(2,642)	(1,648)	(2,442)	(1,008)	1,563	(3,362)	(1,192)	9,860	(1,122)	(1,896)	(1,896)
Unallocated Parent Company	(18,112)	(2,900)	(2,900)	(1,673)	(1,106)	(11,855)	(1,742)	(1,252)	(1,230)	(2,260)	(7,326)	(7,326)
<b>Total</b>	<b>130,056</b>	<b>35,108</b>	<b>36,639</b>	<b>38,439</b>	<b>27,946</b>	<b>90,747</b>	<b>15,045</b>	<b>20,062</b>	<b>48,976</b>	<b>29,810</b>	<b>128,032</b>	<b>154,410</b>
<b>EPS by Segment (incl. ops.)</b>												
Electric Utility	\$1.06	\$0.27	\$0.27	\$0.32	\$0.16	\$0.77	\$0.15	\$0.23	\$0.29	\$0.20	\$0.92	\$1.18
Bank	\$0.76	\$0.26	\$0.21	\$0.20	\$0.21	\$0.53	\$0.22	\$0.17	\$0.17	\$0.20	\$0.79	\$0.83
Other (excluding insurance)	(0.15)	(0.03)	(0.02)	(0.03)	(0.01)	\$0.02	(0.04)	(0.01)	\$0.12	(0.01)	(0.02)	(0.02)
Unallocated Parent Company	(0.24)	(0.04)	(0.04)	(0.02)	(0.01)	(0.15)	(0.02)	(0.01)	(0.01)	(0.03)	(0.09)	(0.09)
<b>Total</b>	<b>\$1.37</b>	<b>\$0.46</b>	<b>\$0.46</b>	<b>\$0.49</b>	<b>\$0.35</b>	<b>\$1.26</b>	<b>\$0.30</b>	<b>\$0.38</b>	<b>\$0.58</b>	<b>\$0.36</b>	<b>\$1.60</b>	<b>\$1.73</b>

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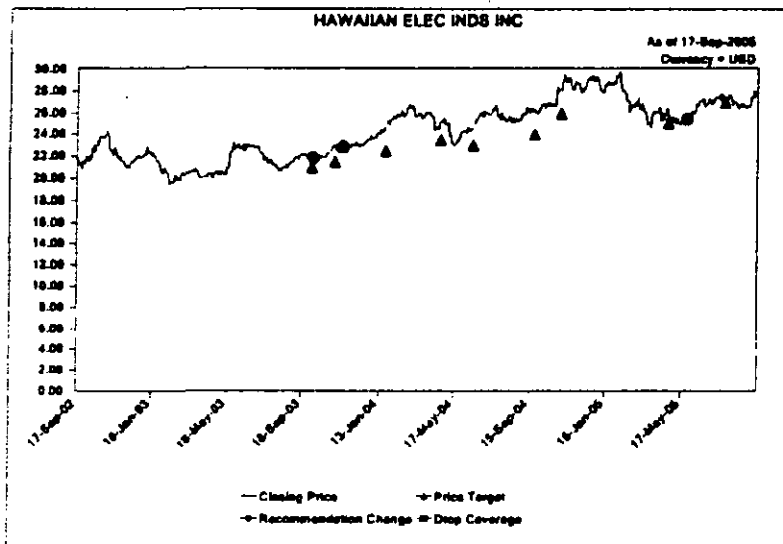
**Ratings Information**

D.A. Davidson & Co. Ratings	Buy	Neutral	Underperform
Risk adjusted return potential	Over 15% total return expected on a risk adjusted basis over next 12-18 months	>0-15% return potential on a risk adjusted basis over next 12-18 months	Likely to remain flat or lose value on a risk adjusted basis over next 12-18 months

Distribution of Ratings (as of 8/31/05)	Buy	Hold	Sell
Corresponding Institutional Research Ratings and Distribution	Buy 43%	Neutral 49%	Underperform 8%
Corresponding Private Client Research Ratings and Distribution	Outperform 88%	Market Perform 12%	Underperform 0%
Distribution of Combined Ratings	51%	43%	6%

Distribution of companies from whom D.A. Davidson & Co. has received compensation for investment banking services in last 12 mos.

Institutional Coverage	9%	10%	8%
Private Client Coverage	0%	0%	0%
Distribution of Combined Investment Banking	6%	10%	8%



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**D.A. Davidson & Co. Institutional Research Rating Scale (beginning 7/9/02)**  
Buy, Neutral, Underperform

**D.A. Davidson & Co. Institutional Research Rating Scale (6/18/01 – 7/9/02)**  
Strong Buy, Buy, Neutral, Underperform

**HAWAIIAN ELEC INDS INC**

Currency = USD

Date	Closing Price	Recommendation Change	Date	Closing Price	Price Target
25-May-2005	25.38	NEUTRAL	26-Jul-2005	26.92	27.00
14-Nov-2003	22.93	UNDERPERFORM	26-Apr-2005	25.83	25.00
01-Oct-2003	21.90	NEUTRAL	01-Nov-2004	26.29	26.00
			20-Sep-2004	26.06	24.00
			14-Jun-2004	24.65	23.00
			22-Apr-2004	25.10	23.50
			21-Jan-2004	24.70	22.50
			03-Nov-2003	23.06	21.50
			30-Sep-2003	21.77	21.00

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Institutional Equity Research

September 20, 2005

**HAWAIIAN ELECTRIC INDUSTRIES, INC.**  
HE - NYSE

Rating:

**NEUTRAL**

Price: (9/19/05) \$27.69

Price Targets:

12-18 month: \$27

5-year: \$31

Industry:

Utilities

**James L. Bellessa, Jr., CFA**

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jbellessa@dadco.com

**Partial Settlement Agreement Announced in Rate Proceeding.**

Hawaiian Electric Company (HECO), the utility subsidiary of Hawaiian Electric Industries, Inc. on the island of Oahu, has announced that it has entered into a settlement agreement with the Consumer Advocate and the Department of Defense on most of the issues in the utility's current rate case. The agreement is subject to approval by the Public Utilities Commission of the State of Hawaii (PUC).

The settlement agreement calls for a rate increase of 3.4%, or \$42 million, excluding the effects of a proposed transfer to base rates of certain surcharges. This amount is down about \$9 million from the \$50.9 million increase that the company previously requested. If the revised amount is approved by the PUC it would equate to a return on average common equity (ROACE) of 10.7%, and a return on average rate base (ROARB) of 8.66%. HECO had been asking for an ROACE of 11.0% and an ROARB of 8.83%.

A number of unresolved issues were heard by the PUC during evidentiary hearings that should be concluded on September 19. The major item being examined is the inclusion or rejection of about \$50 million in prepaid pension assets, net of deferred income taxes, which would affect rates by about \$7 million. Rejection of this amount and the amounts for other unresolved issues would reduce the rate increase to 2.7%, or \$34 million, excluding the surcharge transfer amount.

Implicit in our forecast is a 3%, or \$37 million, increase in electric rates from an interim decision that is statutorily required by October 12. Since our forecast is approximately the mid-point of the \$34-\$42 million range of outcomes, we are maintaining our 2006 EPS of \$1.72.

With the current share price near our near-term target price of \$27, we continue to maintain our **NEUTRAL** rating on the stock.

**RESEARCH NOTE**

Please refer to pages 2-3 of this report for detailed disclosure and certification information.

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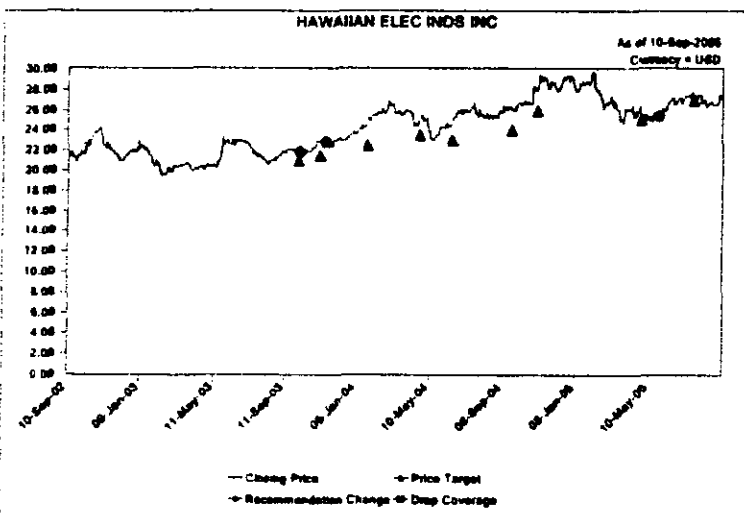
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### Ratings Information

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Risk adjusted return potential	Over 15% total return expected on a risk adjusted basis over next 12-18 months	>0-15% return potential on a risk adjusted basis over next 12-18 months	Likely to remain flat or lose value on a risk adjusted basis over next 12-18 months

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**D.A. Davidson & Co. Institutional Research Rating Scale (beginning 7/9/02)**  
Buy, Neutral, Underperform

**D.A. Davidson & Co. Institutional Research Rating Scale (6/18/01 – 7/9/02)**  
Strong Buy, Buy, Neutral, Underperform

HAWAIIAN ELEC INDS INC					
Currency = USD					
Date	Closing Price	Recommendation Change	Date	Closing Price	Price Target
25-May-2005	25.36	NEUTRAL	28-Jul-2005	26.82	27.00
14-Nov-2003	22.83	UNDERPERFORM	28-Apr-2005	25.83	25.00
01-Oct-2003	21.80	NEUTRAL	01-Nov-2004	26.28	26.00
			20-Sep-2004	26.06	24.00
			14-Jun-2004	24.85	23.00
			22-Apr-2004	25.10	23.50
			21-Jan-2004	24.70	23.50
			03-Nov-2003	23.08	21.50
			30-Sep-2003	21.77	21.00

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Institutional Equity Research

## HAWAIIAN ELECTRIC INDUSTRIES, INC.

HE - NYSE

September 9, 2005

Rating:  
**NEUTRAL**

Price: (9/9/05) \$27.40

Price Targets:  
12-18 month: \$27  
5-year: \$31

Industry:  
Utilities

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FY(Dec)	2004A <sup>1</sup>	2005E <sup>2</sup>	Y-O-Y Growth	2006E	Y-O-Y Growth
Revenue (\$M)	\$1,924.1	\$2,222.0	15%	\$2,379.8	7%
Previous	-	\$2,018.2		\$2,034.1	
Price/Revenue ratio	1.1x	1.0x		.9x	
EPS Revised	\$1.38	\$1.56	13%	\$1.72	11%
Previous	-	\$1.41		NC	
Price/EPS ratio	19.9x	17.6x		15.9x	
EBITDA (\$M)	\$412.5	\$421.2	2%	\$458.0	9%
EV/EBITDA ratio	8.0x	7.9x		7.3x	

Quarterly Data:	EPS	EPS Previous	Revenue (\$M)	Revenue Previous	EBITDA (\$M)
3/31/05A	\$0.30	-	\$472.6	-	\$90.2
6/30/05A	\$0.34	-	\$522.3	-	\$100.8
9/30/05E <sup>1</sup>	\$0.55	\$0.41	\$623.4	\$519.7	\$128.2
12/31/05E <sup>2</sup>	\$0.37	NC	\$603.7	\$503.5	\$102.0

<sup>1,2</sup> See footnote detail on page 2.

Valuation Data			Trading Data	
Long-term growth rate (E)	3%		Shares outstanding (M)	80.9
Total Debt/Cap (6/30/05)	50.9%		Market Capitalization (\$M)	\$2,218
Cash per share (6/30/05)	\$2.80		52-week range	\$24.60 - \$29.79
Book value per share (6/30/05)	\$15.03		Average daily volume (3 mos.) (K)	238
Dividend (yield)	\$1.24 (4.5%)		Float	99%
Return on Equity (T-T-M)	10%		Index Membership	S&P 400 MidCap

### Raising 3Q'05 EPS Estimate for Pending Investment Gains. Maintaining NEUTRAL Rating.

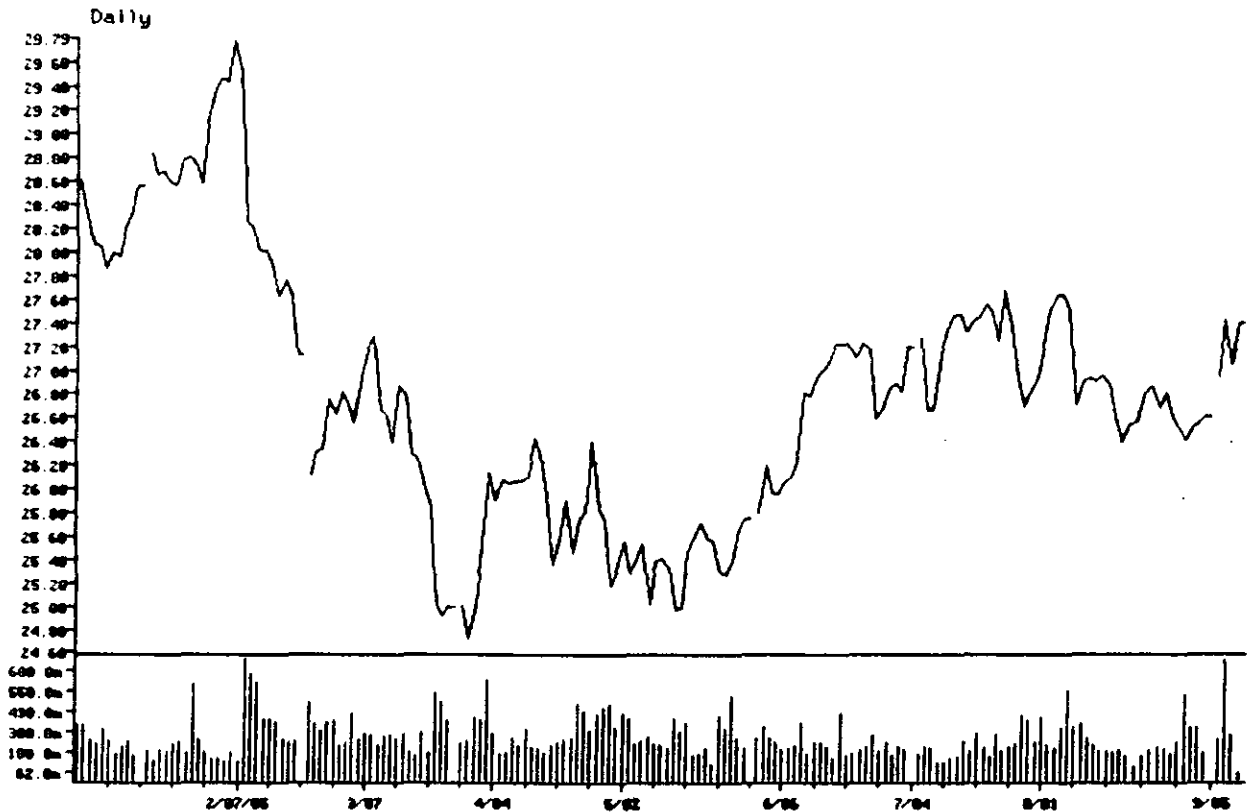
- We are making a number of changes in our Hawaiian Electric Industries' earnings model for information available in the 2Q'05 Form 10-Q, and to factor in higher electric revenues and expenses due to the recent increase in fuel prices.
- We are raising our 3Q'05 EPS estimate from \$0.41 to \$0.55. This increase incorporates our projection of an \$0.11 gain from the sale of an interest in a Georgia generating plant. It also incorporates an estimated \$0.03 per share rise in the value of marketable securities due to the company's 666,667 share ownership in a recent initial public offering of Hoku Scientific, Inc. (HOKU - \$6.20).
- We are including in our 4Q'05 EPS estimate a \$0.02 gain on the disposal of discontinued operations. HEIPC Group is pursuing, through arbitration, a recovery of its claims under a political risk insurance policy for losses incurred in a China joint venture, which it exited in 3Q'04. Our 4Q'05 EPS estimate, however, remains unchanged at \$0.37 due to other offsetting model changes.
- Our 2006 EPS estimate remains unchanged at \$1.72. Implicit in our forecast is a 3%, or \$37.0 million, increase in electric rates from an expected 4Q'05 decision in the utility's general rate case on Oahu (evidentiary hearings are scheduled for September 13-19, and an interim decision is statutorily required by October 14). The utility's revised requested net rate increase is 4.1%, or \$50.9 million, excluding the effects of a proposed transfer to base rates of certain surcharges.
- With the current share price at our near-term target price of \$27, we continue to maintain our NEUTRAL rating on the stock.

### Company Description:

Hawaiian Electric Industries, Inc. is a holding company engaged in the electric utility and banking businesses in the state of Hawaii. Hawaiian Electric Company, Inc. provides electric services on five islands, whose populations comprise 95% of the state's residents. American Savings Bank, FSB, is the state's third largest financial institution with \$6.7 billion in assets.

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Price Chart



Source: ILX

Footnotes from page 1:

- <sup>1</sup> Includes 2Q'04 charge of \$0.30/sh. for REIT tax ruling. Includes 3Q'04 benefits of \$0.04/sh. gain on sale of CDO investments and \$0.02/sh. gain from discontinued operations related to sale of Chinese venture. Includes 4Q'04 benefit of \$0.04/sh. stemming from the settlement with the State of Hawaii Department of Taxation (DOT) regarding the REIT tax ruling, representing a partial reversal of amounts previously charged to net income in 2Q'04. Also, includes a 4Q'04 benefit of \$0.02 per share from correcting the accounting procedure for amortizing premiums and discounts on bank's mortgage-backed securities portfolio.
- <sup>2</sup> Includes an estimated 3Q'05 gain of \$0.11/sh. for the sale of HEI Investments, Inc.'s sale of an interest in generating plant in Georgia. Includes an estimated 4Q'05 benefit of \$0.02/sh. from a possible insurance payment in connection with an investment in a China joint venture interest, which would be recorded as a gain on disposal of discontinued operations.



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**Hawaiian Electric Industries, Inc.**  
**Balance Sheet**

\$\$\$ in thousands – Fiscal year ends 12/31

	2000	2001	2002	2003	2004	2005
Cash and Equivalents (and Fed Funds Sold)	\$ 212,783	\$ 450,827	\$ 244,525	\$ 279,988	\$ 173,829	\$ 228,394
Accts. Receivable and Unbilled Revenue, net	188,086	164,124	176,327	187,716	208,533	212,428
Available-for-Sale Securities	164,068	1,613,710	1,960,288	1,787,177	2,034,091	1,913,565
Securities Pledged for Repo. Agreements	667,371	758,749	784,382	941,571	819,281	821,274
Held-to-Maturity Investment Securities	1,448,466	84,211	89,845	94,824	87,385	97,764
Loans Receivable, net	3,211,325	2,857,822	2,993,868	3,121,979	3,249,191	3,427,687
Property, Plant and Equipment	2,084,474	2,067,503	2,241,843	2,311,888	2,422,303	2,452,775
Regulatory Assets	118,623	111,376	0	0	108,830	109,063
Other	383,447	309,867	345,002	382,228	414,971	455,981
Goodwill and Intangibles	101,481	101,854	97,672	93,987	91,253	90,140
<b>Total Assets</b>	<b>8,516,694</b>	<b>8,517,943</b>	<b>8,933,553</b>	<b>9,201,158</b>	<b>9,719,257</b>	<b>9,807,071</b>
Accounts Payable	\$ 125,719	\$ 119,860	\$ 134,416	\$ 132,780	\$ 153,943	\$ 148,022
Deposit Liabilities	3,584,646	3,679,588	3,600,772	4,028,250	4,296,172	4,453,322
Short-Term Borrowings	104,398	0	0	0	76,811	126,888
Repurchase Agreements	596,504	683,180	687,247	831,335	811,438	667,483
FHLB Advances	1,249,252	1,032,782	1,176,252	1,017,053	988,231	1,018,200
Long-Term Debt	1,088,731	1,145,789	1,108,270	1,064,420	1,168,735	1,168,079
Deferred Income Tax	187,420	185,436	235,431	226,590	229,785	226,845
Contributions in Aid of Construction	211,518	213,557	218,094	233,969	235,605	236,330
Other	297,041	293,742	257,315	273,442	318,418	305,371
Regulatory liabilities			57,050	71,882	187,089	206,172
Pref. Sec. of Trust Sub. and Sub. Debentures	200,000	200,000	200,000	200,000	0	0
Pref. Stock of Subsidiaries	34,406	34,406	34,406	34,406	34,405	34,293
Stockholders' Equity	839,059	929,665	1,046,300	1,089,031	1,210,945	1,216,086
<b>Total Liabilities and Equity</b>	<b>8,516,694</b>	<b>8,517,943</b>	<b>8,933,553</b>	<b>9,201,158</b>	<b>9,719,257</b>	<b>9,807,071</b>
<b>Capital Structure (Excluding ASB's deposits, repos, and advances)</b>						
Long-Term and Short-term Debt	\$1,193,129	\$1,145,789	\$1,108,270	\$1,064,420	\$1,243,345	\$1,294,967
Trust Preferreds	200,000	200,000	200,000	200,000	0	0
Preferred Stock of Subs	34,406	34,406	34,406	34,406	34,405	34,293
Common Stock Equity	839,059	929,665	1,046,300	1,089,031	1,210,945	1,216,086
	<b>\$2,266,594</b>	<b>\$2,309,840</b>	<b>\$2,388,976</b>	<b>\$2,387,857</b>	<b>\$2,488,696</b>	<b>\$2,545,346</b>
<b>% Weighting of Capital Structure</b>						
Long-Term and Short-Term Debt	52.8%	49.8%	48.3%	44.6%	50.0%	50.9%
Trust Preferreds	8.8%	8.7%	8.4%	8.4%	0.0%	0.0%
Preferred Stock of Subs	1.5%	1.5%	1.4%	1.4%	1.4%	1.3%
Common Stock Equity	37.0%	40.2%	43.8%	45.6%	48.7%	47.8%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Common Shares Outstanding (000's)	65,892	71,200	73,618	75,838	80,687	80,934
<b>Book Value Per HEI Share by Segment</b>						
Electric Utility	\$12.50	\$12.32	\$12.54	\$12.45	\$12.61	\$12.73
Bank	\$5.75	\$5.72	\$5.36	\$5.13	\$5.89	\$5.99
Other	(\$5.53)	(\$4.98)	(\$4.69)	(\$4.22)	(\$4.49)	(\$4.59)
<b>Book Value Per Share</b>	<b>\$12.72</b>	<b>\$13.06</b>	<b>\$14.21</b>	<b>\$14.36</b>	<b>\$15.01</b>	<b>\$15.03</b>

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Hawaiian Electric Industries, Inc.  
Consolidated Statements of Income  
(\$ in thousands - Fiscal year ends 12/31)

	1993	1994	2004	2004	2004	2004	1995	2005	2005	2005	2005
<b>Revenues:</b>											
Electric Utility	1,786,668	346,813	370,825	410,677	423,376	1,685,671	374,779	428,730	467,846	504,172	1,796,336
Bank	271,336	69,236	69,892	90,386	94,749	364,864	87,224	91,946	99,864	98,345	364,379
Other	13,111	1,239	1,211	6,388	28	1,153	629	886	2,457	1,342	13,883
<b>Total Revenues</b>	<b>1,786,668</b>	<b>437,110</b>	<b>481,788</b>	<b>538,793</b>	<b>538,793</b>	<b>1,685,671</b>	<b>472,639</b>	<b>522,362</b>	<b>570,177</b>	<b>603,717</b>	<b>2,224,594</b>
<b>Expenses:</b>											
Electric Utility	1,226,138	302,473	324,461	357,364	382,345	1,376,788	342,146	387,053	437,839	463,418	1,621,888
Bank	279,344	63,190	66,971	83,788	85,424	286,216	68,271	69,744	76,987	72,148	281,147
Other	13,884	1,630	1,450	1,644	1,220	11,623	1,517	1,866	1,253	1,620	15,382
<b>Total Expenses</b>	<b>1,226,138</b>	<b>386,273</b>	<b>394,482</b>	<b>432,573</b>	<b>438,889</b>	<b>1,653,627</b>	<b>411,934</b>	<b>458,613</b>	<b>516,079</b>	<b>537,186</b>	<b>1,918,417</b>
<b>Operating Income:</b>											
Electric Utility	176,866	44,140	46,364	53,313	41,031	173,883	31,633	41,677	30,007	40,754	165,116
Bank	82,788	26,108	23,919	26,601	26,324	88,648	28,953	22,202	22,877	26,199	103,232
Other	2,251	1,111	1,111	2,452	1,220	2,611	1,079	1,111	1,174	1,174	2,425
<b>Total Operating Income</b>	<b>261,905</b>	<b>71,358</b>	<b>71,394</b>	<b>82,364</b>	<b>68,575</b>	<b>265,142</b>	<b>61,665</b>	<b>64,991</b>	<b>54,058</b>	<b>68,127</b>	<b>270,773</b>
<b>Interest Expense - other than bank</b>	(69,292)	(1,447)	(18,105)	(18,105)	(18,105)	(77,175)	(18,105)	(18,105)	(18,105)	(18,105)	(77,175)
<b>Preferred Stock Dividends of Subsidiaries</b>	(1,006)	(1,006)	(1,006)	(1,006)	(1,006)	(1,006)	(1,006)	(1,006)	(1,006)	(1,006)	(1,006)
<b>Post-Retirement Benefits of Trust Sub</b>	(14,941)	(14,941)	(14,941)	(14,941)	(14,941)	(14,941)	(14,941)	(14,941)	(14,941)	(14,941)	(14,941)
<b>AFUDC - Debt</b>	1,344	844	729	889	328	1,344	427	475	500	500	1,344
<b>AFUDC - Equity</b>	6,882	1,648	1,822	1,822	728	6,784	1,082	1,111	1,111	1,111	6,784
<b>Pre-Tax Income</b>	<b>163,414</b>	<b>49,838</b>	<b>48,771</b>	<b>58,829</b>	<b>36,579</b>	<b>163,414</b>	<b>38,574</b>	<b>43,862</b>	<b>36,053</b>	<b>45,886</b>	<b>163,414</b>
<b>Income Taxes</b>	<b>54,887</b>	<b>17,073</b>	<b>18,523</b>	<b>21,888</b>	<b>12,000</b>	<b>54,887</b>	<b>14,729</b>	<b>15,957</b>	<b>12,472</b>	<b>12,472</b>	<b>54,887</b>
<b>Income from Continuing Operations</b>	<b>108,527</b>	<b>32,765</b>	<b>30,248</b>	<b>36,941</b>	<b>24,579</b>	<b>108,527</b>	<b>23,845</b>	<b>27,905</b>	<b>23,581</b>	<b>33,414</b>	<b>108,527</b>
<b>Discontinued Operations, Net of Tax</b>	<b>(4,423)</b>	<b>0</b>	<b>0</b>	<b>1,213</b>	<b>0</b>	<b>(4,423)</b>	<b>0</b>	<b>(1,111)</b>	<b>0</b>	<b>(1,111)</b>	<b>0</b>
<b>Net Income</b>	<b>104,104</b>	<b>32,765</b>	<b>30,248</b>	<b>38,154</b>	<b>24,579</b>	<b>104,104</b>	<b>23,845</b>	<b>26,794</b>	<b>23,581</b>	<b>32,303</b>	<b>108,527</b>
<b>Applicable Shares</b>	<b>74,974</b>	<b>77,136</b>	<b>80,707</b>	<b>80,628</b>	<b>80,601</b>	<b>74,974</b>	<b>81,135</b>	<b>81,213</b>	<b>81,214</b>	<b>81,214</b>	<b>81,214</b>
<b>Earnings Per Share:</b>											
<b>Core Operations &amp; Non-Recurring Items</b>	<b>\$1.67</b>	<b>\$0.40</b>	<b>\$0.34</b>	<b>\$0.40</b>	<b>\$0.31</b>	<b>\$1.39</b>	<b>\$0.30</b>	<b>\$0.33</b>	<b>\$0.30</b>	<b>\$0.36</b>	<b>\$1.33</b>
<b>Non-Recurring Items</b>	<b>(0.15)</b>	<b>0.00</b>	<b>0.00</b>	<b>0.02</b>	<b>0.00</b>	<b>0.02</b>	<b>0.00</b>	<b>(0.01)</b>	<b>0.00</b>	<b>0.02</b>	<b>0.00</b>
<b>Discontinued Operations</b>	<b>\$1.63</b>	<b>\$0.40</b>	<b>\$0.34</b>	<b>\$0.42</b>	<b>\$0.31</b>	<b>\$1.39</b>	<b>\$0.30</b>	<b>\$0.34</b>	<b>\$0.30</b>	<b>\$0.37</b>	<b>\$1.33</b>
<b>GAAP EPS</b>	<b>\$1.63</b>	<b>\$0.40</b>	<b>\$0.34</b>	<b>\$0.42</b>	<b>\$0.31</b>	<b>\$1.39</b>	<b>\$0.30</b>	<b>\$0.34</b>	<b>\$0.30</b>	<b>\$0.37</b>	<b>\$1.33</b>
<b>Dividends Per Share</b>	<b>\$1.34</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$1.34</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$1.34</b>
<b>Dividend Payout Ratio of GAAP EPS</b>	<b>81.4%</b>	<b>77.3%</b>	<b>72.3%</b>	<b>74.3%</b>	<b>74.3%</b>	<b>81.4%</b>	<b>81.4%</b>	<b>81.4%</b>	<b>81.4%</b>	<b>81.4%</b>	<b>81.4%</b>
<b>Tax Rate</b>	<b>33.3%</b>	<b>33.3%</b>	<b>33.3%</b>	<b>33.3%</b>	<b>33.3%</b>	<b>33.3%</b>	<b>33.3%</b>	<b>33.3%</b>	<b>33.3%</b>	<b>33.3%</b>	<b>33.3%</b>
<b>Net Income by Segment (doll. mps.)</b>											
Electric Utility	76,811	20,823	21,728	26,176	13,244	61,177	12,366	19,844	24,282	18,832	74,883
Bank	82,788	15,827	15,827	15,827	16,708	41,883	17,788	13,882	16,888	16,888	63,888
Other (operating income)	(1,495)	1,111	1,111	1,452	1,000	1,864	(1,495)	(1,111)	1,111	1,111	1,111
<b>Unaffiliated Parent Company</b>	<b>(8,112)</b>	<b>(1,111)</b>	<b>(1,111)</b>	<b>(1,111)</b>	<b>(1,111)</b>	<b>(11,112)</b>	<b>(1,111)</b>	<b>(1,111)</b>	<b>(1,111)</b>	<b>(1,111)</b>	<b>(11,112)</b>
<b>Total</b>	<b>104,104</b>	<b>32,765</b>	<b>30,248</b>	<b>38,154</b>	<b>24,579</b>	<b>104,104</b>	<b>23,845</b>	<b>26,794</b>	<b>23,581</b>	<b>32,303</b>	<b>108,527</b>
<b>EPS by Segment (doll. mps.)</b>											
Electric Utility	\$1.04	\$0.28	\$0.27	\$0.32	\$0.16	\$0.82	\$0.16	\$0.24	\$0.30	\$0.23	\$0.92
Bank	\$0.78	\$0.21	\$0.21	\$0.19	\$0.21	\$0.52	\$0.22	\$0.17	\$0.20	\$0.20	\$0.78
Other (operating income)	(0.11)	0.01	0.01	0.02	0.02	0.02	(0.11)	(0.01)	0.01	0.01	0.01
<b>Unaffiliated Parent Company</b>	<b>(0.11)</b>	<b>(0.01)</b>	<b>(0.01)</b>	<b>(0.01)</b>	<b>(0.01)</b>	<b>(0.11)</b>	<b>(0.11)</b>	<b>(0.01)</b>	<b>(0.01)</b>	<b>(0.01)</b>	<b>(0.11)</b>
<b>Total</b>	<b>\$1.63</b>	<b>\$0.40</b>	<b>\$0.34</b>	<b>\$0.42</b>	<b>\$0.31</b>	<b>\$1.39</b>	<b>\$0.30</b>	<b>\$0.34</b>	<b>\$0.30</b>	<b>\$0.37</b>	<b>\$1.33</b>

**D.A. Davidson & Co.**

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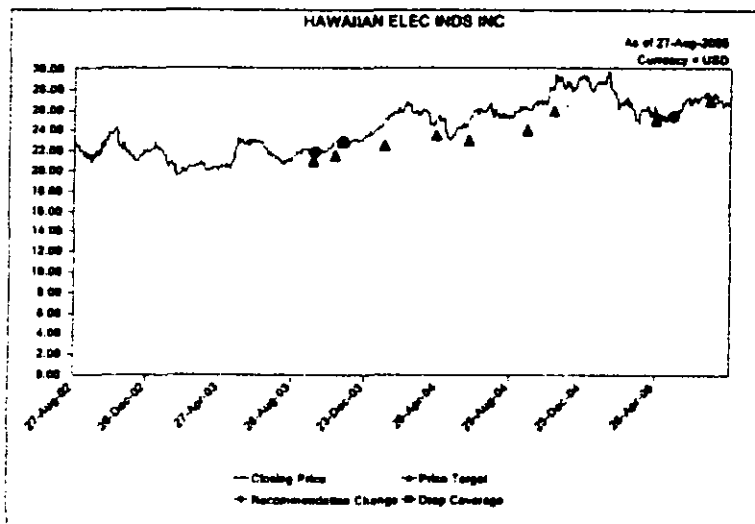
I, James L. Bellessa, Jr., CFA, attest that (i) all the views expressed in this research report accurately reflect my personal views about the common stock of the subject company, and (ii) no part of my compensation was, is, or will be, directly or indirectly, related to the specific recommendations or views expressed in this report.

**Ratings Information**

D.A. Davidson & Co. Ratings	Buy	Neutral	Underperform
Risk adjusted return potential	Over 15% total return expected on a risk adjusted basis over next 12-18 months	>0-15% return potential on a risk adjusted basis over next 12-18 months	Likely to remain flat or lose value on a risk adjusted basis over next 12-18 months

Distribution of Ratings (as of 8/31/05)	Buy	Hold	Sell
Corresponding Institutional Research Ratings and Distribution	Buy 43%	Neutral 49%	Underperform 8%
Corresponding Private Client Research Ratings and Distribution	Outperform 88%	Market Perform 12%	Underperform 0%
Distribution of Combined Ratings	51%	43%	6%

Distribution of companies from whom D.A. Davidson & Co. has received compensation for investment banking services in last 12 mos.			
Institutional Coverage	9%	10%	8%
Private Client Coverage	0%	0%	0%
Distribution of Combined Investment Banking	6%	10%	8%



D.A. Davidson & Co. has made one change to its institutional ratings scale within the last three years. The change occurred July 9, 2002 and the corresponding scales are reproduced below.

**D.A. Davidson & Co. Institutional Research Rating Scale (beginning 7/9/02)**  
Buy, Neutral, Underperform

**D.A. Davidson & Co. Institutional Research Rating Scale (6/18/01 - 7/9/02)**  
Strong Buy, Buy, Neutral, Underperform

**HAWAIIAN ELEC INDS INC**

Currency = USD

Date	Closing Price	Recommendation Change	Date	Closing Price	Price Target
25-May-2005	25.36	NEUTRAL	26-Jul-2005	26.92	27.00
14-Nov-2003	22.83	UNDERPERFORM	28-Apr-2005	25.83	25.00
01-Oct-2003	21.80	NEUTRAL	01-Nov-2004	26.29	26.00
			20-Sep-2004	26.09	24.00
			14-Jun-2004	24.85	23.00
			22-Apr-2004	25.10	23.50
			21-Jan-2004	24.70	23.50
			03-Nov-2003	23.08	23.50
			30-Sep-2003	21.77	21.00

**D.A. Davidson & Co.**

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Institutional Equity Research

## HAWAIIAN ELECTRIC INDUSTRIES, INC.

HE - NYSE

July 26, 2005

**Rating:**  
**NEUTRAL**

**Price:** (7/26/05) \$27.03

**Price Targets:**

12-18 month: \$27 ↑

5-year: \$31 ↑

**Industry:**  
Utilities

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FY(Dec)	2004A <sup>1</sup>	2005E	Y-O-Y Growth	2006E	Y-O-Y Growth
Revenue (\$M)	\$1,924.1	\$2,018.2	5%	\$2,034.1	1%
Previous	-	\$1,998.6		\$2,031.2	
Price/Revenue ratio	1.1x	1.1x		1.1x	
EPS Revised	\$1.38	\$1.41	3%	\$1.72	22%
Previous	-	\$1.51		\$1.75	
Price/EPS ratio	19.7x	19.1x		15.7x	
EBITDA (\$M)	\$412.5	\$416.1	1%	\$503.2	21%
EV/EBITDA ratio	7.9x	7.8x		6.5x	

Quarterly Data:	EPS	EPS Previous	Revenue (\$M)	Revenue Previous	EBITDA (\$M)
3/31/05A	\$0.30	-	\$472.6	-	\$90.2
6/30/05A	\$0.34	\$0.40	\$522.3	\$498.5	\$101.8
9/30/05E	\$0.41	\$0.43	\$519.7	\$521.8	\$113.9
12/31/05E	\$0.37	\$0.38	\$503.5	\$505.6	\$110.2

<sup>1</sup> See footnote detail on page 2.

Valuation Data		Trading Data	
Long-term growth rate (E)	3%	Shares outstanding (M)	80.7
Total Debt/Cap (3/31/05)	51.0%	Market Capitalization (\$M)	\$2.182
Cash per share (3/31/05)	\$2.97	\$2-week range	\$24.60 - \$29.79
Book value per share (3/31/05)	\$14.66	Average daily volume (3 mos.) (K)	247
Dividend (yield)	\$1.24 (4.6%)	Float	99%
Return on Equity (T-T-M)	9%	Index Membership	S&P 400 MidCap

### Reducing Forecasts Again on Another Earnings Shortfall. Maintaining NEUTRAL Rating.

- Hawaiian Electric Industries reported 2Q'05 EPS of \$0.34. These results compare to \$0.14 per share a year ago and our forecast of \$0.40.
- Results at the electric utility were lower due to higher costs, including operating and maintenance expenses, retirement benefit expenses, and depreciation. Results at the community bank were lower due to the compression in net interest margin and the absence of last year's release of loan loss reserves.
- On a per share basis, utility net income was \$0.24 versus \$0.27. Bank net income was \$0.17 versus a loss of \$0.09 a year ago, when a special charge shaved \$0.30 off results. "Other and parent company" was a loss of \$0.06 versus a loss of \$0.04 a year earlier.
- We are lowering our EPS estimates for 2005 and 2006 to reflect on-going plant overhaul costs, unrecovered rising utility operating expenses, and continuing margin pressures at the bank. Our 2005 EPS is reduced from \$1.51 to \$1.41, and our 2006 EPS forecast is lowered from \$1.75 to \$1.72.
- Despite a lowered earnings forecast, we are raising our target price by two points to \$27, or 15.7x our revised 2006 EPS estimate, to reflect higher overall valuations within the utility industry. With the current share price at our near-term target price, we continue to maintain our NEUTRAL rating.

#### Company Description:

Hawaiian Electric Industries, Inc. is a holding company engaged in the electric utility and banking businesses in the state of Hawaii. Hawaiian Electric Company, Inc. provides electric services on five islands, whose populations comprise 95% of the state's residents. American Savings Bank, FSB, is the state's third largest financial institution with \$6.7 billion in assets.

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Price Chart



Source: ILX

Footnotes from page 1:

- <sup>1</sup> Includes 2Q'04 charge of \$0.30/sh. for REIT tax ruling. Includes 3Q'04 benefits of \$0.04/sh. gain on sale of CDO investments and \$0.02/sh. gain from discontinued operations related to sale of Chinese venture. Includes 4Q'04 benefit of \$0.04/sh. stemming from the settlement with the State of Hawaii Department of Taxation (DOT) regarding the REIT tax ruling, representing a partial reversal of amounts previously charged to net income in 2Q'04. Also, includes a 4Q'04 benefit of \$0.02 per share from correcting the accounting procedure for amortizing premiums and discounts on bank's mortgage-backed securities portfolio.

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**EPS Falls Short of Forecast**

Hawaiian Electric Industries reported 2Q'05 EPS of \$0.35 from continuing operations. (There was also a yet-to-be-explained \$0.01 per share loss from discontinued operations.) These results compare to \$0.14 per share a year ago and our forecast of \$0.40. The year-ago earnings included a one-time charge of \$0.30 per share for an unfavorable tax ruling involving American Savings Bank's real estate investment trust subsidiary and a \$0.03 benefit from the reversal of the allowance for loan losses. In the most recent quarter, there was no provision or release for loan loss reserves.

Results at the electric utility were lower due to higher costs, including operating and maintenance expenses, retirement benefit expenses, and depreciation. Results at the community bank were lower due to the compression in net interest margin and the absence of last year's release of loan loss reserves, partially offset by the elimination of a preferred dividend payment to the holding company. "Other" results were lower due principally to the reduction of preferred dividends from the bank. In December 2004, the bank's preferred stock owned by the parent company was converted to common equity in the bank, which eliminated the preferred dividend requirement of the bank.

Consolidated 2Q'05 revenues of \$522.3 million rose \$60.5 million, or 13%, from \$461.8 million in 2Q'04. Operating income of \$61.4 million dropped \$5.5 million, or 8%, from \$66.9 million. Net income of \$27.6 million increased \$16.3 million, or 145%, from \$11.2 million. (Last year's net income of \$11.2 million was adversely impacted by the aforementioned charge at the bank of \$24.0 million and positively helped by the \$2.0 million after-tax benefit of the reversal of the allowance for loan losses.) Per share results climbed 144%, as average shares outstanding climbed 1%.

**Electric Utility Slips from Rising Costs**

Electric utility revenues in 2Q'05 of \$429.7 million rose \$59.1 million, or 16%, from \$370.6 million in 2Q'04. Kilowatt-hour sales increased 2% as the effects of warm temperatures (approximately 11% warmer than the same period a year ago, as measured by cooling degree days in Oahu), combined with an undisclosed level of customer growth and a strong economy. Additionally, higher rates passed higher fuel and power costs through to ratepayers. In particular, average fuel oil prices were at an all-time record high of \$51.90 per barrel during the quarter.

Utility expenses in the most recent quarter of \$387.1 million rose \$62.4 million, or 19%, from \$324.7 million. All expense line items increased, except income taxes. Especially onerous, because it is not passed on to ratepayers, was an \$8.8 million, or 17%, increase in operating and maintenance costs, and a \$2.1 million increase in depreciation. Some \$2.4 million of the O&M increase is explained by the increased number of generating unit overhauls and inspections relative to a year ago. In addition, operating costs rose for retirement benefit expenses (+\$2.0 million), substation maintenance (+\$0.9 million), and reliability, customer service, and energy efficiency programs (+\$3.5 million).

Electric utility net income in 2Q'05 of \$19.6 million dropped \$2.1 million, or 10%. This decline stemmed from a \$3.0 million slump in utility operating income and a \$0.8 million slide in other income, offset by a \$1.5 million decrease in utility net income taxes and a \$0.2 million decrease in interest and other charges. On a per share basis, utility net income was \$0.24 versus \$0.27.

**Bank Results Hurt by Margin Compression and Helped by Elimination of the Preferred Dividend**

Bank revenues in 2Q'05 of \$91.9 million grew \$2.0 million, or 2%, from \$90.0 million in 2Q'04. This increase, comprised of a \$3.1 million improvement in interest and investment income due to higher average investment balances, was offset by a \$1.2 million decline in fee and other income.

Bank expenses in 2Q'05 of \$69.7 million climbed \$2.8 million, or 4%, from \$67.0 million in 2Q'04. The climb in expenses included a \$2.3 million increase in interest expenses, and a \$3.0 million drop in recovery of loan losses, offset by a \$2.5 million decline in general and

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administrative expenses. There was no loan loss provision in the recent quarter; the net loan loss reversal of \$3.0 million in 2Q'04 added about \$0.03 per share.

Bank operating income of \$22.2 million, down \$0.8 million, was helped by higher loan and investment balances and lower general and administrative expenses, and held back by the absence of last year's \$3.0 million increase in net loan loss reversals and lower fee and other income. Also, bank operating income was adversely impacted by a lower interest rate spread, which is the difference between average rates earned and average rates paid. The 2Q'05 interest rate spread of 3.01%, compared to 3.08% a year earlier, was down due to the decline in yield on mortgage-related securities and a drop in fees to service loans for others. The combination of higher and lower interest rate spreads, resulted in a \$0.8 million improvement in net interest margins.

Bank net income in 2Q'05 of \$13.6 million rose \$20.5 million. This increase stemmed from a \$1.3 million reduction in preferred stock dividends, and a \$20.0 million decline in bank income taxes (the consequence of the aforementioned \$24.0 million charge), offset by a \$0.8 million drop in bank operating income. On a per share basis, bank net income was \$0.17 versus a loss of \$0.09.

**Other Results Hurt by Elimination of the Preferred**

"Other" revenues of \$0.6 million were down from \$1.2 million a year earlier. "Other" expenses of \$4.0 million increased \$0.8 million from \$3.2 million a year ago.

The holding and other companies' 2Q'05 net loss of \$4.9 million compared to a loss of \$3.5 million a year earlier. The widening loss was due primarily to the reduction of preferred dividends from the bank as described above. On a per share basis, "other and parent company" was a loss of \$0.06 versus a loss of \$0.04 a year earlier.

**Reducing Projected EPS**

We are lowering our EPS estimates for 2005 and 2006 to reflect on-going plant overhaul costs, unrecovered utility operating expenses, and margin pressures at the bank. Our 2005 EPS is reduced from \$1.51 to \$1.41. In 2004, Hawaiian Electric Industries reported GAAP EPS of \$1.38. We believe this year's results should be aided by the absence of an adverse bank franchise tax ruling, which reduced 2004 EPS by \$0.25, and by higher electric rates starting sometime during 4Q'05. Likely offsets include higher retirement benefit expenses, which could rise to \$10-\$15 million from \$7 million in 2004, based on various assumptions. Our 2006 EPS forecast is lowered from \$1.75 to \$1.72.

**Rate Case Should be Decided by Year-End**

The company's primary risk/opportunity lies in the current utility rate case request, which calls for a 7.3% net increase in revenues, a 9.11% return on a rate base of \$1.1 billion, and an 11.5% return on average common equity. While the case has been bifurcated, we have factored in a 3% rate increase into our model starting in 4Q'05 for the portion of the case that should be decided this year. Evidentiary hearings are scheduled for September and a November interim decision is likely.

**Maintaining NEUTRAL Rating**

Despite lowered earnings forecasts, we are raising our target price by two points to \$27, or 15.7x our revised 2006 EPS estimate, to reflect higher overall valuations within the utility industry. With the current share price at our near-term target price, we continue to maintain our NEUTRAL rating. We view the annual dividend of \$1.24 per share, representing a 4.5% current yield, as relatively safe, and the major reason for investors to retain the shares.

James L. Bellessa Jr., CFA  
Vice President and Senior Research Analyst  
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**Hawaiian Electric Industries, Inc.**  
**Balance Sheet**

\$\$\$ in thousands - Fiscal year ends 12/31

	2000	2001	2002	2003	2004	1Q05
Cash and Equivalents (and Fed Funds Sold)	\$ 212,783	\$ 450,827	\$ 244,525	\$ 279,988	\$ 173,829	\$ 239,458
Accts. Receivable and Unbilled Revenue, net	188,056	184,124	176,327	187,716	208,533	181,845
Available-for-Sale Securities	184,868	1,813,710	1,980,288	1,787,177	2,034,091	1,907,712
Securities Pledged for Repo. Agreements	657,371	756,749	784,362	941,571	919,291	885,850
Held-to-Maturity Investment Securities	1,448,466	84,211	89,545	84,824	87,365	97,784
Loans Receivable, net	3,211,325	2,857,822	2,993,989	3,121,979	3,249,191	3,330,571
Property, Plant and Equipment	2,054,474	2,067,503	2,241,943	2,311,868	2,422,303	2,433,453
Regulatory Assets	118,823	111,376	0	0	0	100,423
Other	383,447	308,887	348,002	382,228	414,971	433,428
Goodwill and Intangibles	101,481	101,854	97,872	93,987	81,283	90,781
<b>Total Assets</b>	<b>8,518,694</b>	<b>8,517,943</b>	<b>8,933,553</b>	<b>9,201,158</b>	<b>9,610,827</b>	<b>9,710,185</b>
Accounts Payable	\$ 125,719	\$ 119,880	\$ 134,418	\$ 132,780	\$ 153,943	\$ 166,087
Deposit Liabilities	3,584,846	3,679,586	3,800,772	4,026,250	4,298,172	4,366,878
Short-Term Borrowings	104,398	0	0	0	75,811	100,107
Repurchase Agreements	596,504	883,180	687,247	831,335	811,438	753,180
FHLB Advances	1,249,252	1,032,752	1,179,252	1,017,053	988,231	998,200
Long-Term Debt	1,088,731	1,148,769	1,106,270	1,064,420	1,166,738	1,168,873
Deferred Income Tax	187,420	183,436	235,431	228,590	229,785	214,980
Contributions in A/c of Construction	211,818	213,557	218,094	233,989	235,505	234,433
Other	297,041	283,742	267,315	273,442	318,418	285,221
Regulatory liabilities			57,050	71,882	88,489	202,568
Pref. Sec. of Trust Sub. and Sub. Debentures	200,000	200,000	200,000	200,000	0	0
Pref. Stock of Subsidiaries	34,406	34,406	34,406	34,406	34,405	34,405
<b>Stockholders' Equity</b>	<b>839,059</b>	<b>929,685</b>	<b>1,048,300</b>	<b>1,089,031</b>	<b>1,210,945</b>	<b>1,183,273</b>
<b>Total Liabilities and Equity</b>	<b>8,518,694</b>	<b>8,517,943</b>	<b>8,933,553</b>	<b>9,201,158</b>	<b>9,610,827</b>	<b>9,710,185</b>
Capital Structure (Excluding ASB's deposits, repos, and advances)						
Long-Term and Short-term Debt	\$1,193,129	\$1,148,769	\$1,106,270	\$1,064,420	\$1,243,346	\$1,268,980
Trust Preferreds	200,000	200,000	200,000	200,000	0	0
Preferred Stock of Subs	34,406	34,406	34,406	34,406	34,405	34,405
Common Stock Equity	839,059	929,685	1,048,300	1,089,031	1,210,945	1,183,273
	\$2,266,594	\$2,309,840	\$2,388,978	\$2,387,857	\$2,488,696	\$2,486,658
% Weighting of Capital Structure						
Long-Term and Short-Term Debt	52.8%	49.8%	48.3%	44.8%	50.0%	51.0%
Trust Preferreds	8.8%	8.7%	8.4%	8.4%	0.0%	0.0%
Preferred Stock of Subs	1.5%	1.5%	1.4%	1.4%	1.4%	1.4%
Common Stock Equity	37.0%	40.2%	43.8%	45.8%	48.7%	47.6%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Common Shares Outstanding ('000's)	65,982	71,200	73,818	75,838	80,687	80,712

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**Hawaiian Electric Industries, Inc.**  
**Consolidated Statements of Income**  
\$ in thousands - Fiscal year ends 12/31

	1Q04	2Q04	3Q04	4Q04	2004	1Q05	2Q05P	3Q05L	4Q05E	2005E	2006E
<b>Revenues:</b>											
Electric Utility	\$ 346,813	\$ 370,808	\$ 418,077	\$ 423,378	\$ 1,559,076	\$ 374,775	\$ 428,730	\$ 420,827	\$ 402,741	\$ 1,627,074	\$ 1,814,363
Bank	89,758	88,882	89,288	94,748	362,676	97,224	91,848	96,003	98,886	383,959	414,874
Other	1,228	1,211	8,285	208	9,532	928	288	1,300	1,250	3,466	6,888
<b>Total Revenue</b>	<b>437,799</b>	<b>460,798</b>	<b>505,766</b>	<b>518,380</b>	<b>1,931,284</b>	<b>472,927</b>	<b>520,866</b>	<b>518,130</b>	<b>502,877</b>	<b>1,914,499</b>	<b>2,236,125</b>
<b>Expenses:</b>											
Electric Utility	302,473	324,881	367,384	367,248	1,378,786	343,188	387,083	373,288	361,882	1,465,411	1,621,254
Bank	63,180	66,871	63,788	66,424	259,319	68,271	68,744	70,864	71,350	279,689	288,188
Other	1,880	1,189	1,884	5,226	17,819	1,817	1,888	1,363	1,312	17,229	17,412
<b>Total Expense</b>	<b>367,533</b>	<b>392,931</b>	<b>433,060</b>	<b>438,898</b>	<b>1,655,924</b>	<b>413,276</b>	<b>457,715</b>	<b>445,515</b>	<b>434,544</b>	<b>1,762,329</b>	<b>1,926,854</b>
<b>Operating Income:</b>											
Electric Utility	44,340	45,927	50,693	56,130	179,890	31,608	42,647	47,539	40,859	161,663	193,109
Bank	26,578	21,911	25,501	28,324	104,874	28,953	22,202	27,409	27,536	104,270	116,714
Other	1,448	1,211	2,442	2,299	17,819	1,817	1,888	1,363	1,312	17,229	17,412
<b>Total Operating Income</b>	<b>72,366</b>	<b>69,049</b>	<b>78,636</b>	<b>86,753</b>	<b>292,583</b>	<b>62,378</b>	<b>66,739</b>	<b>76,311</b>	<b>69,707</b>	<b>283,162</b>	<b>327,235</b>
<b>Interest Expense - Other than bank</b>	(11,441)	(11,106)	(11,378)	(12,247)	(46,172)	(11,815)	(11,110)	(11,220)	(12,111)	(46,356)	(48,389)
<b>Preferred Stock Dividends of Subsidiaries</b>	175	174	175	176	699	175	174	175	176	699	699
<b>Profit Security Contributions of Trust Sub</b>											
AFUDC - Debt	844	733	808	308	2,693	427	478	800	800	1,505	1,488
AFUDC - Equity	1,448	1,873	1,824	728	5,873	1,582	1,182	1,828	1,608	6,000	6,000
<b>Pre-Tax Income</b>	<b>40,808</b>	<b>40,771</b>	<b>40,868</b>	<b>38,612</b>	<b>249,911</b>	<b>39,572</b>	<b>47,677</b>	<b>55,699</b>	<b>49,074</b>	<b>184,311</b>	<b>236,333</b>
<b>Income Taxes</b>	<b>17,078</b>	<b>18,532</b>	<b>24,888</b>	<b>12,002</b>	<b>72,500</b>	<b>15,778</b>	<b>15,187</b>	<b>20,471</b>	<b>18,203</b>	<b>69,888</b>	<b>65,888</b>
<b>Income from Continuing Operations</b>	<b>23,730</b>	<b>22,239</b>	<b>15,980</b>	<b>26,610</b>	<b>177,411</b>	<b>23,794</b>	<b>32,490</b>	<b>35,228</b>	<b>30,871</b>	<b>114,423</b>	<b>170,445</b>
<b>Discontinued Operations - Net of Tax</b>	<b>0</b>	<b>0</b>	<b>1,813</b>	<b>0</b>	<b>1,813</b>	<b>0</b>	<b>(1,511)</b>	<b>0</b>	<b>0</b>	<b>(1,511)</b>	<b>0</b>
<b>Net Income</b>	<b>23,730</b>	<b>22,239</b>	<b>17,793</b>	<b>26,610</b>	<b>179,224</b>	<b>23,794</b>	<b>30,979</b>	<b>35,228</b>	<b>30,871</b>	<b>112,912</b>	<b>170,445</b>
<b>Applicable Shares</b>	<b>77,158</b>	<b>80,787</b>	<b>80,828</b>	<b>80,881</b>	<b>78,718</b>	<b>81,138</b>	<b>81,213</b>	<b>81,118</b>	<b>81,163</b>	<b>81,112</b>	<b>81,336</b>
<b>Earnings Per Share:</b>											
Cont. Operations & Non-Recurring Items	\$0.40	\$0.14	\$0.30	\$0.31	\$1.36	\$0.30	\$0.38	\$0.41	\$0.37	\$1.42	\$1.72
Non-Recurring Items	\$0.00	\$0.00	\$0.02	\$0.00	\$0.08	\$0.00	\$0.01	\$0.00	\$0.00	\$0.01	\$0.00
<b>GAAP EPS</b>	<b>\$0.40</b>	<b>\$0.14</b>	<b>\$0.32</b>	<b>\$0.31</b>	<b>\$1.44</b>	<b>\$0.30</b>	<b>\$0.39</b>	<b>\$0.41</b>	<b>\$0.37</b>	<b>\$1.43</b>	<b>\$1.72</b>
<b>Dividends Per Share</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$1.24</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$1.24</b>	<b>\$1.24</b>
<b>Dividend Payout Ratio of GAAP EPS</b>	<b>77.5%</b>	<b>222.8%</b>	<b>96.9%</b>	<b>101.2%</b>	<b>85.4%</b>	<b>104.6%</b>	<b>81.3%</b>	<b>75.4%</b>	<b>84.9%</b>	<b>87.3%</b>	<b>71.5%</b>
<b>Tax Rate</b>	<b>36.6%</b>	<b>77.4%</b>	<b>38.0%</b>	<b>32.6%</b>	<b>48.3%</b>	<b>38.0%</b>	<b>34.8%</b>	<b>36.0%</b>	<b>36.0%</b>	<b>37.3%</b>	<b>38.8%</b>
<b>Net Income by Segment (incl. ops.)</b>											
Electric Utility	20,023	21,738	26,175	13,244	81,177	12,388	18,844	22,828	18,438	72,889	83,282
Bank	15,827	15,141	15,378	16,708	63,053	17,781	13,862	16,831	17,346	66,889	71,888
Other (operating income)	(2,111)	(1,441)	2,442	2,000	1,883	(7,484)	(1,981)	(1,363)	(1,312)	(1,511)	(1,511)
Unallocated Parent Company	(1,880)	(1,189)	(1,884)	(5,226)	(17,819)	(1,817)	(1,888)	(1,363)	(1,312)	(17,229)	(17,412)
<b>Total</b>	<b>20,859</b>	<b>24,359</b>	<b>43,051</b>	<b>26,728</b>	<b>127,293</b>	<b>20,872</b>	<b>38,845</b>	<b>37,136</b>	<b>33,162</b>	<b>110,688</b>	<b>135,247</b>
<b>EPS by Segment (incl. operations)</b>											
Electric Utility	\$0.28	\$0.27	\$0.32	\$0.16	\$1.03	\$0.16	\$0.24	\$0.28	\$0.22	\$0.90	\$1.16
Bank	\$0.21	\$0.19	\$0.19	\$0.21	\$0.82	\$0.22	\$0.17	\$0.21	\$0.21	\$0.81	\$0.87
Other (operating income)	(0.03)	(0.02)	\$0.03	\$0.02	\$0.01	(0.09)	(0.02)	(0.02)	(0.02)	(0.02)	(0.02)
Unallocated Parent Company	(0.02)	(0.02)	(0.02)	(0.06)	(0.23)	(0.02)	(0.02)	(0.02)	(0.02)	(0.21)	(0.21)
<b>Total</b>	<b>\$0.40</b>	<b>\$0.44</b>	<b>\$0.54</b>	<b>\$0.33</b>	<b>\$1.63</b>	<b>\$0.30</b>	<b>\$0.39</b>	<b>\$0.41</b>	<b>\$0.37</b>	<b>\$1.43</b>	<b>\$1.72</b>

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I, James L. Bellessa, Jr., CFA, attest that (i) all the views expressed in this research report accurately reflect my personal views about the common stock of the subject company, and (ii) no part of my compensation was, is, or will be, directly or indirectly, related to the specific recommendations or views expressed in this report.

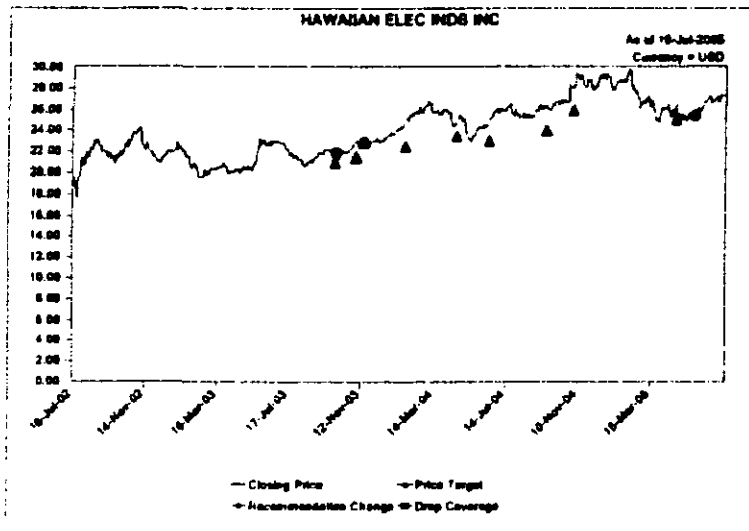
**Ratings Information**

D.A. Davidson & Co. Ratings	Buy	Neutral	Underperform
Risk adjusted return potential	Over 15% total return expected on a risk adjusted basis over next 12-18 months	>0-15% return potential on a risk adjusted basis over next 12-18 months	Likely to remain flat or lose value on a risk adjusted basis over next 12-18 months

Distribution of Ratings (as of 6/30/05)	Buy	Hold	Sell
Corresponding Institutional Research Ratings and Distribution	Buy 42%	Neutral 51%	Underperform 7%
Corresponding Private Client Research Ratings and Distribution	Buy, Core/Buy 76%	Hold, Core/Hold 24%	Avoid 0%
Distribution of Combined Ratings	48%	47%	6%

Distribution of companies from whom D.A. Davidson & Co. has received compensation for investment banking services in last 12 mos.

Institutional Coverage	9%	10%	9%
Private Client Coverage	0%	0%	0%
Distribution of Combined Investment Banking	7%	9%	9%



D.A. Davidson & Co. has made one change to its institutional ratings scale within the last three years. The change occurred July 9, 2002 and the corresponding scales are reproduced below.

**D.A. Davidson & Co. Institutional Research Rating Scale (beginning 7/9/02)**  
Buy, Neutral, Underperform

**D.A. Davidson & Co. Institutional Research Rating Scale (6/18/01 – 7/9/02)**  
Strong Buy, Buy, Neutral, Underperform

Currency = USD			HAWAIIAN ELEC INDS INC		
Date	Closing Price	Recommendation Change	Date	Closing Price	Price Target
25-May-2005	25.38	NEUTRAL	28-Apr-2005	25.83	25.00
14-Nov-2003	22.93	UNDERPERFORM	01-Nov-2004	28.29	28.00
01-Oct-2003	21.90	NEUTRAL	20-Sep-2004	26.08	24.00
			14-Jun-2004	24.65	23.00
			22-Apr-2004	25.10	23.50
			21-Jan-2004	24.70	22.50
			03-Nov-2003	23.08	21.50
			30-Sep-2003	21.77	21.00

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Target prices are our Institutional Research Department's evaluation of price potential over the next 12-18 months and 5 years, based upon our assessment of future earnings and cash flow, comparable company valuations, growth prospects and other financial criteria. Certain risks may impede achievement of these price targets including, but not limited to, broader market and macroeconomic fluctuations and unforeseen changes in the subject company's fundamentals or business trends.

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member SIPC

Institutional Equity Research

## HAWAIIAN ELECTRIC INDUSTRIES, INC.

HE - NYSE

May 25, 2005

Rating:

**NEUTRAL ↑**

Price: (5/25/05) \$25.06

Price Targets:

12-18 month: \$25

5-year: \$29

Industry:

Utilities

James L. Bellessa, Jr., CFA

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jbellessa@dadco.com

FY(Dec)	2004A <sup>1</sup>	2005E	Y-O-Y Growth	2006E	Y-O-Y Growth
Revenue (\$M)	\$1,924.1	\$1,998.6	4%	\$2,031.2	2%
Previous	-	\$1,926.8		\$1,952.8	
Price/Revenue ratio	1.0x	1.0x		1.0x	
EPS Revised	\$1.38	\$1.51	9%	\$1.75	16%
Previous	-	NC		NC	
Price/EPS ratio	18.2x	16.7x		14.3x	
EBITDA (\$M)	\$412.5	\$427.9	4%	\$505.7	18%
EV/EBITDA ratio	7.5x	7.2x		6.1x	

Quarterly Data:	EPS	EPS Previous	Revenue (\$M)	Revenue Previous	EBITDA (\$M)
3/31/05A	\$0.30	-	\$472.6	-	\$90.2
6/30/05E	\$0.40	\$0.38	\$498.5	\$476.7	\$109.6
9/30/05E	\$0.43	\$0.41	\$521.8	\$492.5	\$115.9
12/31/05E	\$0.38	\$0.42	\$505.6	\$484.9	\$112.2

<sup>1</sup> See footnote detail on page 2.

### Valuation Data

Long-term growth rate (E)	3%
Total Debt/Cap (3/31/05)	51.0%
Cash per share (3/31/05)	\$2.97
Book value per share (3/31/05)	\$14.66
Dividend (yield)	\$1.24 (4.9%)
Return on Equity (T-T-M)	9%

### Trading Data

Shares outstanding (M)	80.7
Market Capitalization (\$M)	\$2,023
52-week range	\$23.24 - \$29.79
Average daily volume (3 mos.) (K)	280
Float	99%
Index Membership	S&P 400 MidCap

### Upgrading Rating to NEUTRAL on Basis of Valuation.

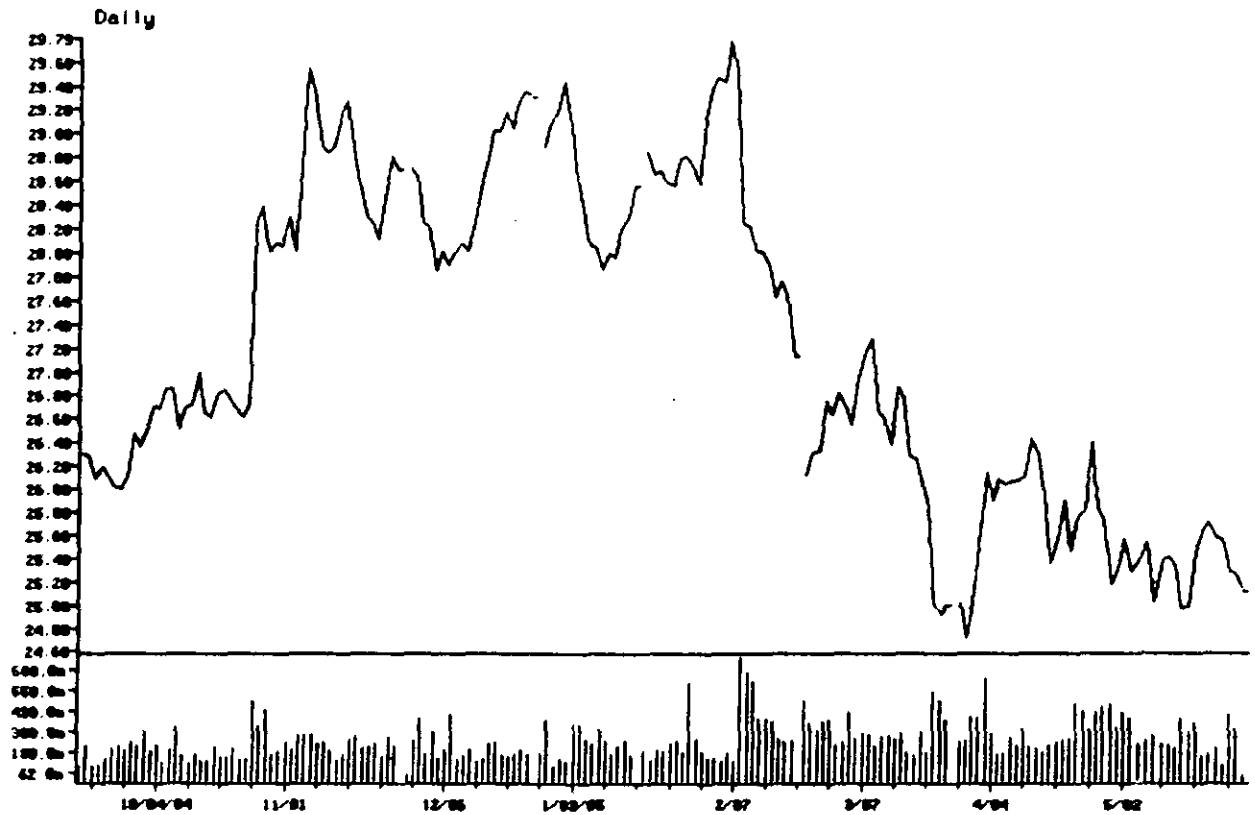
- Since reaching an all-time high price in February of nearly \$30, the share price of Hawaiian Electric Industries has back tracked to our \$25 target price level.
- We believe the decline in share price stems from a disappointing 1Q'05 EPS report, lowered analysts' earnings expectations for 2005 and 2006, and a more realistic valuation (P/E multiple) of future earnings.
- Our 2005 and 2006 EPS estimates remain unchanged, despite adjustments in our earnings model for higher fuel (oil) prices and a number of other items gleaned from the company's 1Q'05 Form 10-Q. Changes in fuel costs are passed through to ratepayers without benefiting or hurting the company. Near-term electric results should be aided by 2Q'05 temperatures that have been running well above normal and a year-ago, as measured by cooling-degree days.
- Our 12-18 target price of \$25 equates to a multiple of 14.3x our 2006 EPS forecast. Over the past decade, shares of HE have been accorded a median multiple of 12.6x year-forward earnings.
- With the current share price near our 12-18 month target price, we are raising our stock rating from UNDERPERFORM to NEUTRAL. We believe the chief attraction of the shares is the current 4.9% cash dividend yield. The company's primary risk/opportunity lies in the current utility rate case request which calls for a 7.3% net increase in revenues, a 9.11% return on a rate base of \$1.1 billion, and an 11.5% return on average common equity. While the case has been bifurcated, we have factored in a 3% rate increase into our model starting in 4Q'05 for the portion of the case that should be decided this year.

### Company Description:

Hawaiian Electric Industries, Inc. is a holding company engaged in the electric utility and banking businesses in the state of Hawaii. Hawaiian Electric Company, Inc. provides electric services on five islands, whose populations comprise 95% of the state's residents. American Savings Bank, FSB, is the state's third largest financial institution with \$6.7 billion in assets.

D.A. Davidson & Co.

Price Chart



Source: ILX

Footnotes from page 1:

- <sup>1</sup> Includes 2Q'04 charge of \$0.30/sh. for REIT tax ruling. Includes 3Q'04 benefits of \$0.04/sh. gain on sale of CDO investments and \$0.02/sh. gain from discontinued operations related to sale of Chinese venture. Includes 4Q'04 benefit of \$0.04/sh. stemming from the settlement with the State of Hawaii Department of Taxation (DOT) regarding the REIT tax ruling, representing a partial reversal of amounts previously charged to net income in 2Q'04. Also, includes a 4Q'04 benefit of \$0.02 per share from correcting the accounting procedure for amortizing premiums and discounts on bank's mortgage-backed securities portfolio.

D.A. Davidson & Co.

**Hawaiian Electric Industries, Inc.**  
**Balance Sheet**

\$\$\$ in thousands - Fiscal year ends 12/31

	2000	2001	2002	2003	2004	1Q05
Cash and Equivalents (and Fed Funds Sold)	\$ 212,783	\$ 450,827	\$ 244,826	\$ 279,988	\$ 173,829	\$ 239,458
Accts. Receivable and Unbilled Revenue, net	188,056	184,124	176,327	187,716	208,533	181,945
Available-for-Sale Securities	184,658	1,613,710	1,960,288	1,787,177	2,034,091	1,907,712
Securities Pledged for Repo. Agreements	657,371	756,749	784,382	841,571	919,281	885,650
Held-to-Maturity Investment Securities	1,448,486	84,211	89,545	84,824	97,385	97,784
Loans Receivable, net	3,211,325	2,857,622	2,993,969	3,121,979	3,249,191	3,330,571
Property, Plant and Equipment	2,064,474	2,067,503	2,241,943	2,311,888	2,422,303	2,433,453
Regulatory Assets	118,823	111,378	0	0	0	109,423
Other	363,447	308,867	346,002	382,228	414,971	433,428
Goodwill and Intangibles	101,481	101,854	97,872	92,887	91,263	90,781
<b>Total Assets</b>	<b>8,518,694</b>	<b>8,517,943</b>	<b>8,933,553</b>	<b>9,201,158</b>	<b>9,810,627</b>	<b>9,710,185</b>
Accounts Payable	\$ 125,719	\$ 119,850	\$ 134,418	\$ 132,780	\$ 163,943	\$ 188,087
Deposit Liabilities	3,584,648	3,679,586	3,800,772	4,026,250	4,296,172	4,366,878
Short-Term Borrowings	104,396	0	0	0	78,811	100,107
Repurchase Agreements	596,504	683,180	667,247	831,335	811,438	753,180
FHLB Advances	1,249,232	1,032,752	1,176,252	1,017,053	988,231	998,200
Long-Term Debt	1,088,731	1,145,789	1,106,270	1,064,420	1,186,735	1,188,873
Deferred Income Tax	187,420	185,436	235,431	226,590	229,766	214,980
Contributions in Aid of Construction	211,518	213,857	218,094	233,969	235,605	234,433
Other	287,041	293,742	287,315	273,442	316,418	285,221
Regulatory liabilities			57,050	71,882	68,459	202,568
Pref. Sec. of Trust Sub. and Sub. Debentures	200,000	200,000	200,000	200,000	0	0
Pref. Stock of Subsidiaries	34,406	34,406	34,406	34,406	34,405	34,405
<b>Stockholders' Equity</b>	<b>839,058</b>	<b>929,685</b>	<b>1,046,300</b>	<b>1,089,031</b>	<b>1,210,945</b>	<b>1,183,273</b>
<b>Total Liabilities and Equity</b>	<b>8,518,694</b>	<b>8,517,943</b>	<b>8,933,553</b>	<b>9,201,158</b>	<b>9,810,627</b>	<b>9,710,185</b>
<b>Capital Structure (Excluding ASB's deposits, repos, and advances)</b>						
Long-Term and Short-term Debt	\$1,193,129	\$1,145,789	\$1,106,270	\$1,064,420	\$1,243,346	\$1,268,980
Trust Preferreds	200,000	200,000	200,000	200,000	0	0
Preferred Stock of Subs	34,406	34,406	34,406	34,406	34,405	34,405
<b>Common Stock Equity</b>	<b>839,058</b>	<b>929,685</b>	<b>1,046,300</b>	<b>1,089,031</b>	<b>1,210,945</b>	<b>1,183,273</b>
	<b>\$2,266,584</b>	<b>\$2,308,840</b>	<b>\$2,388,976</b>	<b>\$2,387,857</b>	<b>\$2,488,696</b>	<b>\$2,486,656</b>
<b>% Weighting of Capital Structure</b>						
Long-Term and Short-Term Debt	52.6%	48.6%	46.3%	44.6%	50.0%	51.0%
Trust Preferreds	8.8%	8.7%	8.4%	8.4%	0.0%	0.0%
Preferred Stock of Subs	1.5%	1.5%	1.4%	1.4%	1.4%	1.4%
<b>Common Stock Equity</b>	<b>37.0%</b>	<b>40.7%</b>	<b>43.8%</b>	<b>45.6%</b>	<b>48.7%</b>	<b>47.6%</b>
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Common Shares Outstanding ('000's)</b>	<b>85,982</b>	<b>71,200</b>	<b>73,618</b>	<b>75,838</b>	<b>80,687</b>	<b>80,712</b>

	2003	100%	300%	400%	2004	100%	200%	300%	400%	2005	2006
<b>Revenues:</b>											
Electric Utility	\$ 1,294,646	\$ 346,813	\$ 370,605	\$ 410,077	\$ 1,580,871	\$ 374,775	\$ 388,748	\$ 420,527	\$ 402,741	\$ 1,588,799	\$ 1,602,068
Bank	371,239	88,258	88,882	88,298	384,254	87,224	88,519	100,085	101,883	387,532	422,369
Other	12,111	1,227	1,211	1,205	1,112	528	1,200	1,249	1,249	522	5,002
<b>Total Revenues</b>	<b>1,777,916</b>	<b>437,110</b>	<b>461,708</b>	<b>508,759</b>	<b>1,965,087</b>	<b>472,529</b>	<b>498,465</b>	<b>521,824</b>	<b>505,834</b>	<b>1,986,859</b>	<b>2,031,199</b>
<b>Expenses:</b>											
Electric Utility	1,226,139	302,473	324,081	357,364	1,578,786	343,349	354,897	372,251	361,885	1,532,311	1,616,844
Bank	276,866	63,180	68,871	63,795	289,318	66,271	68,820	78,684	71,408	286,372	296,198
Other	18,054	2,050	2,180	2,844	17,232	1,812	1,253	1,823	1,452	11,873	11,413
<b>Total Expenses</b>	<b>1,591,746</b>	<b>388,273</b>	<b>394,862</b>	<b>428,073</b>	<b>1,685,087</b>	<b>413,987</b>	<b>426,180</b>	<b>444,258</b>	<b>437,764</b>	<b>1,721,160</b>	<b>1,738,413</b>
<b>Operating Income:</b>											
Electric Utility	178,646	44,140	46,514	32,712	172,085	31,009	42,849	47,276	40,747	161,378	187,346
Bank	92,786	21,108	23,013	28,531	164,874	21,653	28,688	29,432	30,288	117,208	134,168
Other	(6,282)	(6,415)	(11,278)	2,462	(1,312)	(1,688)	(1,153)	(1,153)	(1,153)	(11,242)	(12,433)
<b>Total Operating Income</b>	<b>265,087</b>	<b>67,637</b>	<b>68,249</b>	<b>61,699</b>	<b>275,089</b>	<b>56,621</b>	<b>69,285</b>	<b>73,566</b>	<b>67,680</b>	<b>267,361</b>	<b>298,777</b>
<b>Interest Expense—Other than bank</b>	<b>(61,297)</b>	<b>(11,447)</b>	<b>(19,106)</b>	<b>(18,169)</b>	<b>(77,178)</b>	<b>(16,535)</b>	<b>(18,475)</b>	<b>(19,039)</b>	<b>(19,419)</b>	<b>(78,840)</b>	<b>(77,640)</b>
<b>Preferred Stock Dividends at Subsidiaries</b>	<b>(2,004)</b>	<b>(477)</b>	<b>(475)</b>	<b>(475)</b>	<b>(1,951)</b>	<b>(460)</b>	<b>(476)</b>	<b>(476)</b>	<b>(476)</b>	<b>(1,901)</b>	<b>(1,900)</b>
<b>Per Security Distributions of Trust Sub</b>	<b>(16,036)</b>	<b>(4,176)</b>	<b>(4,176)</b>	<b>(4,176)</b>	<b>(15,931)</b>	<b>(4,060)</b>	<b>(4,176)</b>	<b>(4,176)</b>	<b>(4,176)</b>	<b>(15,901)</b>	<b>(15,900)</b>
<b>MFUDC - Debt</b>	<b>1,814</b>	<b>444</b>	<b>733</b>	<b>809</b>	<b>2,842</b>	<b>427</b>	<b>500</b>	<b>500</b>	<b>500</b>	<b>1,877</b>	<b>3,489</b>
<b>MFUDC - Equity</b>	<b>6,207</b>	<b>1,619</b>	<b>1,823</b>	<b>1,824</b>	<b>8,726</b>	<b>1,881</b>	<b>1,580</b>	<b>1,580</b>	<b>1,580</b>	<b>1,881</b>	<b>1,881</b>
<b>Pre-Tax Income</b>	<b>182,416</b>	<b>48,008</b>	<b>49,711</b>	<b>63,829</b>	<b>288,219</b>	<b>34,874</b>	<b>51,879</b>	<b>64,048</b>	<b>50,270</b>	<b>187,664</b>	<b>238,637</b>
<b>Income Taxes</b>	<b>64,261</b>	<b>17,078</b>	<b>18,832</b>	<b>24,809</b>	<b>92,689</b>	<b>14,728</b>	<b>18,712</b>	<b>21,287</b>	<b>18,103</b>	<b>74,881</b>	<b>92,265</b>
<b>Income from Continuing Operations</b>	<b>118,155</b>	<b>30,932</b>	<b>30,879</b>	<b>39,020</b>	<b>195,530</b>	<b>20,146</b>	<b>33,167</b>	<b>42,761</b>	<b>32,167</b>	<b>112,783</b>	<b>146,372</b>
<b>Discontinued Operations, Net of Tax</b>	<b>(1,810)</b>	<b>0</b>	<b>0</b>	<b>1,812</b>	<b>1,812</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Net Income</b>	<b>116,345</b>	<b>30,932</b>	<b>31,254</b>	<b>40,832</b>	<b>197,342</b>	<b>20,146</b>	<b>33,167</b>	<b>42,761</b>	<b>32,167</b>	<b>112,783</b>	<b>146,372</b>
<b>Applicable Share:</b>											
Electric Utility	74,874	77,188	80,707	80,828	79,779	81,133	81,160	81,165	81,210	81,173	81,173
<b>Earnings Per Share:</b>											



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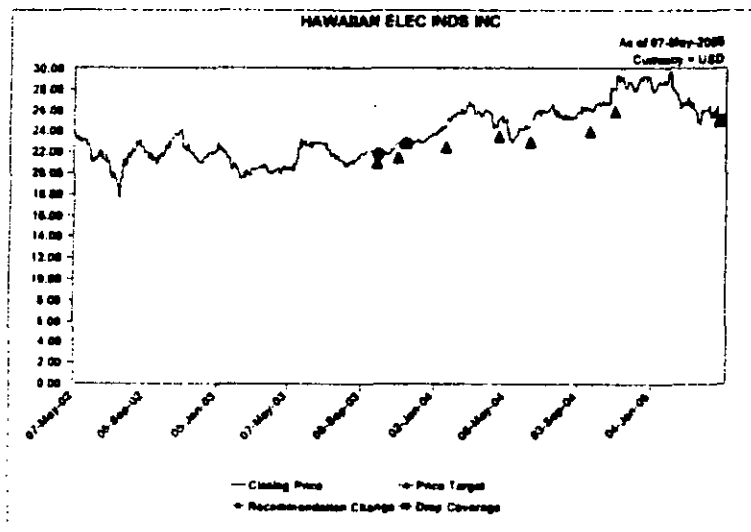
I, James L. Bellessa, Jr., CFA, attest that (i) all the views expressed in this research report accurately reflect my personal views about the common stock of the subject company, and (ii) no part of my compensation was, is, or will be, directly or indirectly, related to the specific recommendations or views expressed in this report.

**Ratings Information**

D.A. Davidson & Co. Ratings	Buy	Neutral	Underperform
Risk adjusted return potential	Over 15% total return expected on a risk adjusted basis over next 12-18 months	>0-15% return potential on a risk adjusted basis over next 12-18 months	Likely to remain flat or lose value on a risk adjusted basis over next 12-18 months

Distribution of Ratings (as of 3/31/05)	Buy	Hold	Sell
Corresponding Institutional Research Ratings and Distribution	Buy 40%	Neutral 50%	Underperform 10%
Corresponding Private Client Research Ratings and Distribution	Buy, Core/Buy 65%	Hold, Core/Hold 35%	Avoid 0%
Distribution of Combined Ratings	45%	47%	8%

Distribution of companies from whom D.A. Davidson & Co. has received compensation for investment banking services in last 12 mos.			
Institutional Coverage	8%	12%	7%
Private Client Coverage	0%	0%	0%
Distribution of Combined Investment Banking	6%	10%	7%



D.A. Davidson & Co. has made one change to its institutional ratings scale within the last three years. The change occurred July 9, 2002 and the corresponding scales are reproduced below.

**D.A. Davidson & Co. Institutional Research Rating Scale (beginning 7/9/02)**  
Buy, Neutral, Underperform

**D.A. Davidson & Co. Institutional Research Rating Scale (6/18/01 – 7/9/02)**  
Strong Buy, Buy, Neutral, Underperform

**HAWAIIAN ELEC INDS INC**

Currency = USD

Date	Closing Price	Recommendation Change	Date	Closing Price	Price Target
14-Nov-2003	22.93	UNDERPERFORM	26-Apr-2005	25.83	25.00
01-Oct-2003	21.90	NEUTRAL	01-Nov-2004	26.29	26.00
			20-Sep-2004	26.08	24.00
			14-Jun-2004	24.85	23.00
			22-Apr-2004	25.10	23.50
			21-Jan-2004	24.70	22.50
			03-Nov-2003	23.08	21.50
			30-Sep-2003	21.77	21.00

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Target prices are our Institutional Research Department's evaluation of price potential over the next 12-18 months and 5 years, based upon our assessment of future earnings and cash flow, comparable company valuations, growth prospects and other financial criteria. Certain risks may impede achievement of these price targets including, but not limited to, broader market and macroeconomic fluctuations and unforeseen changes in the subject company's fundamentals or business trends.

**Other Disclosures**

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member SIPC

Institutional Equity Research

**HAWAIIAN ELECTRIC INDUSTRIES, INC.**  
HE - NYSE

April 26, 2005

**Rating:**  
**UNDERPERFORM**

**Price:** (4/26/05) \$26.07

**Price Targets:**  
12-18 month: \$25 ↓  
5-year: \$29

**Industry:**  
Utilities

**James L. Bellessa, Jr., CFA**  
406.791.7230  
jbellessa@dadco.com

FY(Dec)	2004A <sup>1</sup>	2005E	Y-O-Y Growth	2006E	Y-O-Y Growth
Revenue (\$M)	\$1,924.1	\$1,926.8	0%	\$1,952.8	1%
Previous	-	\$1,910.2		\$1,954.6	
Price/Revenue ratio	1.1x	1.1x		1.1x	
EPS Revised	\$1.38	\$1.51	10%	\$1.75	16%
Previous	-	\$1.64		\$1.88	
Price/EPS ratio	19.0x	17.2x		14.9x	
EBITDA (\$M)	\$412.5	\$422.5	2%	\$481.9	14%
EV/EBITDA ratio	7.8x	7.6x		6.7x	

Quarterly Data:	EPS	EPS Previous	Revenue (\$M)	Revenue Previous	EBITDA (\$M)
3/31/05A	\$0.30	\$0.33	\$472.6	\$454.5	\$94.1
6/30/05E	\$0.38	\$0.42	\$476.7	\$477.0	\$105.4
9/30/05E	\$0.41	\$0.44	\$492.5	\$492.7	\$109.8
12/31/05E	\$0.42	\$0.46	\$484.9	\$485.9	\$113.2

<sup>1</sup> See footnote detail on page 2.

**Valuation Data**

Long-term growth rate (E)	3%
Total Debt/Cap (12/31/04)	50.0%
Cash per share (12/31/04)	\$2.15
Book value per share (12/31/04)	\$15.01
Dividend (yield)	\$1.24 (4.8%)
Return on Equity (T-T-M)	10%

**Trading Data**

Shares outstanding (M)	80.7
Market Capitalization (\$M)	\$2,104
52-week range	\$22 9/16 - \$29.79
Average daily volume (3 mos.) (K)	289
Float	99%
Index Membership	S&P 400 MidCap

**Reducing Forecasts Again on Another Disappointing Quarter. Maintaining UNDERPERFORM Rating.**

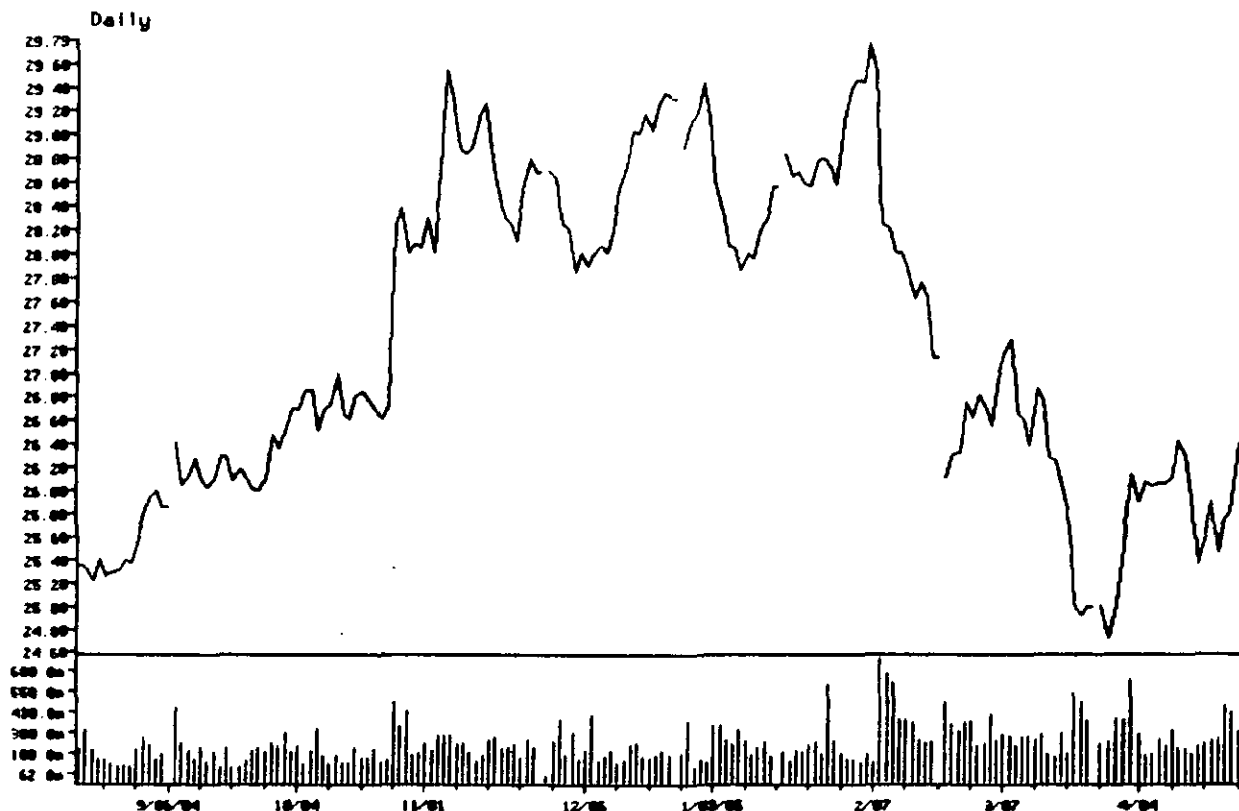
- Hawaiian Electric Industries reported 1Q'05 EPS of \$0.30. These results compare to \$0.40 per share a year ago and our forecast of \$0.33.
- Results at the electric utility were sharply lower due to higher costs for repairs and maintenance, retirement benefit expenses, line inspections, and Sarbanes-Oxley compliance.
- On a per share basis, utility net income was \$0.15 versus \$0.26, bank net income was \$0.22 versus \$0.21, and "other and parent company" was a loss of \$0.07 versus a loss of \$0.07 a year earlier.
- We are lowering our EPS estimates for 2005 and 2006 to reflect on-going plant overhaul costs, unrecovered rising utility operating expenses, and continuing costs pressures at the bank and the unsustainability of net loan loss reversals. Our 2005 EPS is reduced from \$1.64 to \$1.51, and our 2006 EPS forecast is lowered from \$1.88 to \$1.75.
- Because of reduced earnings estimates, we are lowering our target price by a point to \$25, or 14.3x our revised 2006 EPS estimate. With the current share price above our near-term target price, we continue to maintain our UNDERPERFORM rating.

**Company Description:**

Hawaiian Electric Industries, Inc. is a holding company engaged in the electric utility and banking businesses in the state of Hawaii. Hawaiian Electric Company, Inc. provides electric services on five islands, whose populations comprise 95% of the state's residents. American Savings Bank, FSB, is the state's third largest financial institution with \$6.7 billion in assets.

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Price Chart



Source: ILX

Footnotes from page 1:

- <sup>1</sup> Includes 2Q'04 charge of \$0.30/sh. for REIT tax ruling. Includes 3Q'04 benefits of \$0.04/sh. gain on sale of CDO investments and \$0.02/sh. gain from discontinued operations related to sale of Chinese venture. Includes 4Q'04 benefit of \$0.04/sh. stemming from the settlement with the State of Hawaii Department of Taxation (DOT) regarding the REIT tax ruling, representing a partial reversal of amounts previously charged to net income in 2Q'04. Also, includes a 4Q'04 benefit of \$0.02 per share from correcting the accounting procedure for amortizing premiums and discounts on bank's mortgage-backed securities portfolio.

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**EPS Falls Short of Forecast**

Hawaiian Electric Industries reported 1Q'05 EPS of \$0.30. These results compare to \$0.40 per share a year ago and our forecast of \$0.33. Results at the electric utility were sharply lower due to higher costs for repairs and maintenance, retirement benefit expenses, line inspections, and Sarbanes-Oxley compliance. Results at the community bank were above our expectations due to another net reversal of loan loss reserves and elimination of a preferred dividend payment to the holding company, both unsustainable accounting boosts to bank earnings. "Other" results were lower due principally to the reduction of preferred dividends from the bank, offset in part by lower interest expenses. In December 2004, the bank's preferred stock owned by the parent company was converted to common equity in the bank, which eliminated the preferred dividend requirement of the bank.

Consolidated 1Q'05 revenues of \$472.6 million rose \$35.5 million, or 8%, from \$437.1 million in 1Q'04. Operating income of \$56.7 million dropped \$11.2 million, or 16%, from \$67.8 million. Net income of \$24.1 million declined \$6.8 million, or 22%, from \$30.9 million. Per share results slid 26%, as average shares outstanding climbed 5%.

**Electric Utility Earnings Under Pressure**

Electric utility revenues in 1Q'05 of \$374.8 million rose \$28.2 million, or 8%, from \$346.6 million in 1Q'04. Kilowatt-hour sales declined 1% as the effects of cool temperatures (14% cooler than the same period a year ago, as measured by cooling degree days in Oahu), were only partially offset by an undisclosed level of customer growth and a strong economy. Additionally, higher rates passed higher fuel and power costs through to ratepayers.

Utility expenses in the most recent quarter of \$343.2 million rose \$40.7 million, or 13%. All costs, except income taxes, rose. Especially onerous, because they are not passed on to ratepayers, was an \$8.0 million, or 16%, increase in operating and maintenance costs. Some \$2.5 million of this increase is explained by the timing and scope of generating unit overhauls relative to a year ago, and the utility's on-going focus to ensure reliability. In addition, operating costs rose for retirement benefit expenses (+\$1.2 million), transmission and distribution operations and maintenance – primarily line inspections (+\$0.7), and costs related to Sarbanes-Oxley compliance (+\$0.4 million). A year earlier, the utility recorded a non-recurring reversal of 2003 emission fees of \$1.5 million, or about \$0.02 per share, which did not repeat in 1Q'05.

Electric utility net income in 1Q'05 of \$12.4 million dropped \$7.6 million, or 38%. This decline stemmed from a \$12.5 million slump in utility operating income, and a \$0.2 million slide in other income, offset by a \$5.1 million decrease in utility net income taxes. On a per share basis, utility net income was \$0.15 versus \$0.26.

**Bank Results Helped by Loan Loss Reversal and Elimination of the Preferred Dividend**

Bank revenues in 1Q'05 of \$97.2 million grew \$8.0 million, or 9%, from \$89.3 million in 1Q'04. This increase was comprised of an \$8.1 million improvement in interest and investment income, due to higher average investment balances, offset by a \$0.2 million decline in fee and other income.

Bank expenses in 1Q'05 of \$68.3 million climbed \$5.1 million, or 8%, from \$63.2 million in 1Q'04. The jump in expenses included a \$4.8 million increase in general and administrative expenses and a \$1.8 million increase in interest expenses, offset by a \$1.5 million increase in the reversal of loan loss reserves. The bank reversed loan loss reserves associated with a large delinquent commercial loan that was repaid in full. The quarter's net loan loss reversal of \$3.1 million added about \$0.02 per share in 1Q'05, and exceeded the reversal of \$1.6 million in 1Q'04 which added about \$0.01 per share.

Bank operating income of \$29.0 million, up \$2.8 million, was helped by the \$1.5 million increase in net loan loss reversals and higher net interest income due to higher average earning assets and a higher interest rate spread, which is the difference between average rates earned and average rates paid. The 1Q'05 interest rate spread of 3.29%, compared to 3.02% a year earlier, reflected a \$6.3 million improvement in net interest margins year-over-year. Hurting bank operating income was the \$0.2 million decline in other income and the \$4.8 million increase in general and operating expenses.

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Bank net income in 1Q'05 of \$17.8 million rose \$1.8 million, or 12%. This increase stemmed from a \$2.8 million climb in bank operating income and a \$1.3 million reduction in preferred stock dividends, which was offset by a \$2.4 million increase in bank income taxes. On a per share basis, bank net income was \$0.22 versus \$0.21. The improvement in bank earnings was more than explained by the non-sustainable reversal of loan loss reserves and the elimination of the preferred stock dividend.

**Other Results Hurt By Elimination of the Preferred**

"Other" revenues of \$0.6 million were down from \$1.2 million a year earlier, due primarily to last year's proceeds from the sale of the HEIPC Philippine Development, LLC. "Other" expenses of \$4.5 million increased \$0.7 million from \$3.7 million a year ago.

The holding and other companies' 1Q'05 net loss of \$6.1 million compared to a loss of \$5.0 million a year earlier. The net loss increased due primarily to the reduction of preferred dividends from the bank as described above. This decrease was partially offset by lower interest expenses. On a per share basis, "other and parent company" was a loss of \$0.07 versus a loss of \$0.07 a year earlier.

**Reducing Projected EPS**

We are lowering our EPS estimates for 2005 and 2006 to reflect on-going plant overhaul costs, unrecovered utility operating expenses, and margin pressures at the bank. Our 2005 EPS is reduced from \$1.64 to \$1.51. In 2004, Hawaiian Electric Industries reported GAAP EPS of \$1.38. We believe this year's results should be aided by the absence of an adverse bank franchise tax ruling, which reduced 2004 EPS by \$0.25, and by higher electric rates starting sometime during 4Q'05. Likely offsets include higher retirement benefit expenses, which could rise to \$10-\$15 million from \$7 million in 2004, based on various assumptions. Our 2006 EPS forecast is lowered from \$1.88 to \$1.75.

**Rate Case Should be Decided by Year-End**

The Public Utilities Commission of the State of Hawaii (PUC) has issued an order that separates Hawaiian Electric Co.'s (HECO) current general rate case into two dockets. Hence, HECO's request for an increase in electric rates for a decade of service reliability investments has been separated from the company's request for approval of seven new energy-efficiency demand side management (DSM) programs.

Last November, HECO filed an application to increase rates by a net 7.3%, or \$74.2 million. Since approximately \$20.4 million of the requested rate hike involved new energy efficiency and conservation issues, we believe the \$74.2 million amount will be adjusted down for the general rate case, with the decision still expected in 4Q'05. The decision for the DSM programs and related cost recovery will most likely be pushed into 2006, and possibly into 2007. Five existing DSM programs, which were scheduled to end in 2005, will be continued until further notice by the PUC.

The PUC said it split up the rate case for two reasons. First, it did not want to limit its review of DSM issues because of the statutory timing of eleven months required to determine an interim rate decision for a general rate case. Secondly, the state of Hawaii has been included in an initiative called EPA-State Energy Efficiency and Renewable Energy (EERE) Projects. Commissioners believe that the EERE and access to EPA experts will provide important information that will help it decide about DSM programs designed to reduce the cost of consumer electric bills in Hawaii through cost-effective energy efficiency, renewable energy, and clean distributed generation.

Currently, we do not believe the bifurcation of the rate case will materially impact 2005 and 2006 EPS. Our 4Q'05 and 2006 revenue forecasts will likely be modified once the company separates the components of the revenue requirements of the original rate case into two dockets. Also causing changes in the revenue forecasts will be the fact that HECO's rate filing for a \$74.2 million revenue increase was net of \$24.4 million proposed to be transferred from existing energy conservation programs from a surcharge line item on electric bills into base electricity charges, and included increased costs of new DSM programs. None of these likely changes in our revenue forecasts should materially impact net income.

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**Maintaining UNDERPERFORM  
Rating**

Because of reduced earnings estimates, we are reducing our target price by a point to \$25 or 14.3x our revised 2006 EPS estimate. With the current share price above our near-term target price, we continue to maintain our UNDERPERFORM rating. We view the annual dividend of \$1.24 per share, representing a 4.7% current yield, as relatively safe, and the major reason for investors to retain the shares.

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Vice President Research  
406.791.7230

D.A. Davidson & Co.

**Hawaiian Electric Industries, Inc.**  
**Balance Sheet**

\$\$\$ in thousands - Fiscal year ends 12/31

	2000	2001	2002	2003	2004
Cash and Equivalents (and Fed Funds Sold)	\$ 212,783	\$ 450,827	\$ 244,525	\$ 279,988	\$ 173,829
Accts. Receivable and Unbilled Revenue, net	188,056	164,124	176,327	187,716	208,533
Available-for-Sale Securities	164,668	1,613,710	1,960,288	1,787,177	2,034,091
Securities Pledged for Repo. Agreements	657,371	758,749	784,362	941,871	919,281
Held-to-Maturity Investment Securities	1,448,468	84,211	89,545	94,624	97,365
Loans Receivable, net	3,211,325	2,857,622	2,993,989	3,121,879	3,249,191
Property, Plant and Equipment	2,054,474	2,067,503	2,241,943	2,311,588	2,422,303
Regulatory Assets	116,823	111,376	0	0	0
Other	363,447	309,867	345,002	382,228	414,971
Goodwill and Intangibles	101,481	101,854	87,572	93,887	91,253
<b>Total Assets</b>	<b>8,518,694</b>	<b>8,517,943</b>	<b>8,933,553</b>	<b>9,201,158</b>	<b>9,610,627</b>
Accounts Payable	\$ 125,719	\$ 119,850	\$ 134,416	\$ 132,780	\$ 183,943
Deposit Liabilities	3,584,648	3,679,586	3,800,772	4,026,250	4,296,172
Short-Term Borrowings	104,398	0	0	0	76,611
Repurchase Agreements	596,504	583,180	667,247	831,335	811,438
FHLB Advances	1,248,252	1,032,782	1,176,252	1,017,053	988,231
Long-Term Debt	1,088,731	1,145,789	1,106,270	1,064,420	1,166,736
Deferred Income Tax	187,420	185,436	235,431	226,590	229,765
Contributions in Aid of Construction	211,518	213,657	218,094	233,969	235,505
Other	297,041	293,742	287,315	273,442	318,418
Regulatory liabilities			57,050	71,882	88,459
Pref. Sec. of Trust Sub. and Sub. Debentures	200,000	200,000	200,000	200,000	0
Pref. Stock of Subsidiaries	34,406	34,406	34,406	34,406	34,405
Stockholders' Equity	839,059	929,685	1,046,300	1,089,031	1,210,945
<b>Total Liabilities and Equity</b>	<b>8,518,694</b>	<b>8,517,943</b>	<b>8,933,553</b>	<b>9,201,158</b>	<b>9,610,627</b>
<b>Capital Structure (Excluding ASB's deposits, repos, and advances)</b>					
Long-Term and Short-term Debt	\$1,193,129	\$1,145,789	\$1,106,270	\$1,064,420	\$1,243,348
Trust Preferreds	200,000	200,000	200,000	200,000	0
Preferred Stock of Subs	34,406	34,406	34,406	34,406	34,405
Common Stock Equity	839,059	929,685	1,046,300	1,089,031	1,210,945
	\$2,266,594	\$2,309,840	\$2,386,976	\$2,387,857	\$2,488,696
<b>% Weighting of Capital Structure</b>					
Long-Term and Short-Term Debt	52.6%	49.6%	46.3%	44.6%	50.0%
Trust Preferreds	8.8%	8.7%	8.4%	8.4%	0.0%
Preferred Stock of Subs	1.5%	1.5%	1.4%	1.4%	1.4%
Common Stock Equity	37.0%	40.2%	43.8%	45.6%	48.7%
	100.0%	100.0%	100.0%	100.0%	100.0%
Common Shares Outstanding (000's)	65,982	71,200	73,618	75,838	80,687



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**Hawaiian Electric Industries, Inc.**  
**Consolidated Statements of Income**  
\$\$\$ in thousands - Fiscal year ends 12/31

	1004	2004	3004	4004	5004	1008P	2008E	3008E	4008E	5008E	3009E
<b>Revenues:</b>											
Electric Utility	\$ 346,813	\$ 370,806	\$ 410,077	\$ 423,378	\$ 1,080,671	\$ 374,775	\$ 380,122	\$ 384,280	\$ 385,178	\$ 1,534,364	\$ 1,538,138
Bank	88,258	88,882	90,298	94,748	384,384	97,224	98,408	98,874	98,957	388,184	408,888
Other	1,228	1,211	1,388	258	8,352	528	1,200	1,200	1,200	6,828	6,888
<b>Total Revenues</b>	<b>437,110</b>	<b>461,788</b>	<b>508,758</b>	<b>518,380</b>	<b>1,824,887</b>	<b>472,528</b>	<b>478,731</b>	<b>482,483</b>	<b>484,335</b>	<b>1,928,757</b>	<b>1,952,832</b>
<b>Expenses:</b>											
Electric Utility	302,473	324,881	357,384	382,240	1,378,788	343,188	338,231	348,824	338,817	1,388,842	1,342,518
Bank	83,180	88,871	83,785	86,424	288,318	88,271	70,280	71,332	72,418	282,281	286,888
Other	1,850	3,180	1,884	5,235	17,813	1,517	1,363	1,363	1,353	17,873	17,412
<b>Total Expenses</b>	<b>388,273</b>	<b>396,882</b>	<b>423,073</b>	<b>463,888</b>	<b>1,663,887</b>	<b>413,857</b>	<b>408,944</b>	<b>422,308</b>	<b>412,588</b>	<b>1,688,898</b>	<b>1,666,838</b>
<b>Operating Income:</b>											
Electric Utility	44,140	45,914	52,713	31,138	173,883	31,808	44,891	47,888	48,381	175,823	188,617
Bank	28,108	23,811	28,831	28,324	984,874	28,863	25,148	25,842	26,138	184,883	113,787
Other	(2,411)	(1,878)	2,482	(5,888)	(7,813)	(3,888)	(2,183)	(2,183)	(2,183)	(13,847)	(13,812)
<b>Total Operating Income</b>	<b>67,837</b>	<b>68,848</b>	<b>81,885</b>	<b>54,481</b>	<b>276,889</b>	<b>56,671</b>	<b>68,897</b>	<b>70,108</b>	<b>72,348</b>	<b>286,889</b>	<b>287,783</b>
Interest Expense-other than bank	(21,447)	(18,108)	(18,378)	(18,247)	(77,178)	(18,838)	(18,838)	(19,838)	(18,138)	(78,848)	(77,848)
Preferred Stock Dividends of Subsidiaries	(478)	(478)	(478)	(478)	(1,881)	(478)	(478)	(478)	(478)	(1,881)	(1,888)
Prof. Security Distributions of Trusts											
AFUDC - Debt	844	733	888	308	2,842	427	888	888	888	1,877	1,488
AFUDC - Equity	1,488	1,873	1,824	728	8,284	1,087	1,888	1,888	1,888	8,787	7,882
Pre-Tax Income	48,008	48,771	58,828	38,812	288,818	38,874	50,227	53,388	56,488	187,883	238,382
Income Taxes	17,878	28,833	23,888	12,882	82,888	14,273	18,888	20,288	21,888	78,388	82,188
<b>Income from Continuing Operations</b>	<b>30,832</b>	<b>11,238</b>	<b>40,758</b>	<b>24,818</b>	<b>187,738</b>	<b>24,888</b>	<b>31,141</b>	<b>33,108</b>	<b>34,401</b>	<b>122,742</b>	<b>142,188</b>
Discontinued Operations, Net of Tax	8	8	1,813	8	1,813	8	8	8	8	8	8
<b>Net Income</b>	<b>30,832</b>	<b>11,238</b>	<b>42,672</b>	<b>24,818</b>	<b>189,652</b>	<b>24,888</b>	<b>31,141</b>	<b>33,108</b>	<b>34,401</b>	<b>122,742</b>	<b>142,188</b>
<b>Applicable Shares</b>	<b>77,188</b>	<b>80,787</b>	<b>80,828</b>	<b>80,881</b>	<b>78,718</b>	<b>81,138</b>	<b>81,188</b>	<b>81,188</b>	<b>81,218</b>	<b>81,173</b>	<b>81,273</b>
<b>Earnings Per Share:</b>											
Cont. Operations & Non-Recurring Items	80.40	80.14	80.88	80.31	81.38	80.30	80.38	80.41	80.42	81.81	81.78
Non-Recurring Items											
Discontinued Operations	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GAAP EPS</b>	<b>80.40</b>	<b>80.14</b>	<b>80.88</b>	<b>80.31</b>	<b>81.38</b>	<b>80.30</b>	<b>80.38</b>	<b>80.41</b>	<b>80.42</b>	<b>81.81</b>	<b>81.78</b>
<b>Dividends Per Share</b>	<b>80.31</b>	<b>80.31</b>	<b>80.31</b>	<b>80.31</b>	<b>81.34</b>	<b>80.31</b>	<b>80.31</b>	<b>80.31</b>	<b>80.31</b>	<b>81.34</b>	<b>81.34</b>
<b>Dividend Payout Ratio of GAAP EPS</b>	<b>77.3%</b>	<b>222.8%</b>	<b>58.7%</b>	<b>101.2%</b>	<b>88.2%</b>	<b>104.4%</b>	<b>80.4%</b>	<b>79.0%</b>	<b>73.2%</b>	<b>83.8%</b>	<b>78.0%</b>
<b>Tax Rate</b>	<b>38.0%</b>	<b>77.4%</b>	<b>38.0%</b>	<b>32.8%</b>	<b>46.2%</b>	<b>38.0%</b>	<b>38.0%</b>	<b>38.0%</b>	<b>38.0%</b>	<b>38.0%</b>	<b>38.0%</b>
<b>Net Income by Segment (cont. ops.)</b>											
Electric Utility	20,823	21,738	28,178	13,244	81,177	12,388	21,171	22,888	23,788	88,148	84,888
Bank	18,827	(8,848)	18,378	18,708	41,882	17,781	18,848	18,288	18,578	88,837	78,188
Other (operating income)	(2,411)	(848)	2,442	2,008	1,883						
Unallocated Parent Company	(2,887)	(2,888)	(2,288)	(7,140)	(13,883)	(8,881)					
<b>Total</b>	<b>30,832</b>	<b>11,238</b>	<b>40,758</b>	<b>24,818</b>	<b>187,738</b>	<b>24,888</b>	<b>31,141</b>	<b>33,108</b>	<b>34,401</b>	<b>122,742</b>	<b>142,188</b>
<b>EPS by Segment (cont. operations)</b>											
Electric Utility	80.28	80.27	80.32	80.18	81.82	80.15	80.28	80.28	80.28	88.98	81.98
Bank	80.21	(80.08)	80.18	80.21	88.32	80.22	80.28	80.28	80.28	88.32	80.88
Other (operating income)	(80.83)	(80.81)	80.83	80.82	88.81						
Unallocated Parent Company	(80.83)	(80.83)	(80.83)	(80.83)	(88.81)	(80.87)					
<b>Total</b>	<b>80.40</b>	<b>80.14</b>	<b>80.88</b>	<b>80.31</b>	<b>81.38</b>	<b>80.30</b>	<b>80.38</b>	<b>80.41</b>	<b>80.42</b>	<b>81.81</b>	<b>81.78</b>

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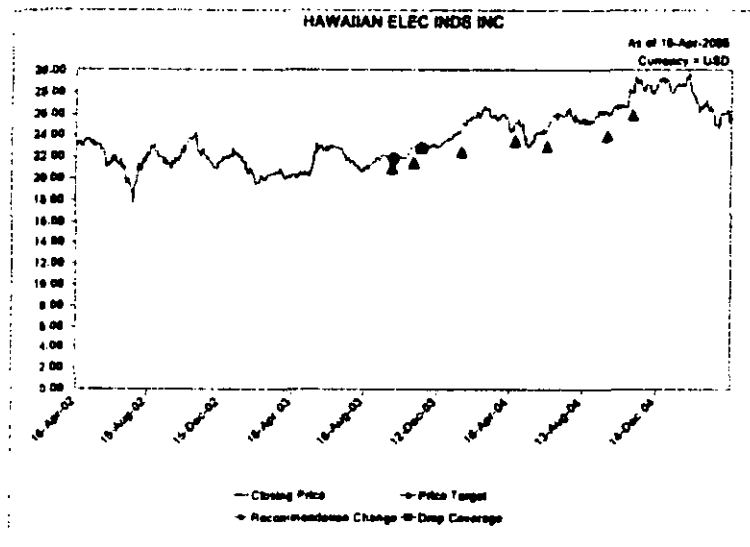
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**Ratings Information**

D.A. Davidson & Co. Ratings	Buy	Neutral	Underperform
Risk adjusted return potential	Over 15% total return expected on a risk adjusted basis over next 12-18 months	>0-15% return potential on a risk adjusted basis over next 12-18 months	Likely to remain flat or lose value on a risk adjusted basis over next 12-18 months

Distribution of Ratings (as of 3/31/05)	Buy	Hold	Sell
Corresponding Institutional Research Ratings and Distribution	Buy 40%	Neutral 50%	Underperform 10%
Corresponding Private Client Research Ratings and Distribution	Buy, Core/Buy 65%	Hold, Core/Hold 35%	Avoid 0%
Distribution of Combined Ratings	45%	47%	8%

Distribution of companies from whom D.A. Davidson & Co. has received compensation for investment banking services in last 12 mos.			
Institutional Coverage	8%	12%	7%
Private Client Coverage	0%	0%	0%
Distribution of Combined Investment Banking	6%	10%	7%



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**D.A. Davidson & Co. Institutional Research Rating Scale (beginning 7/9/02)**  
Buy, Neutral, Underperform

**D.A. Davidson & Co. Institutional Research Rating Scale (6/18/01 - 7/9/02)**  
Strong Buy, Buy, Neutral, Underperform

HAWAIIAN ELEC INDS INC						
Currency = USD						
Date	Closing Price	Recommendation Change	Date	Closing Price	Price Target	
14-Nov-2003	22.93	UNDERPERFORM	01-Nov-2004	28.28	26.00	
01-Oct-2003	21.90	NEUTRAL	20-Sep-2004	26.08	24.00	
			14-Jun-2004	24.65	23.00	
			22-Apr-2004	25.10	23.50	
			21-Jan-2004	24.70	22.50	
			03-Nov-2003	23.08	21.50	
			30-Sep-2003	21.77	21.00	

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Institutional Equity Research

## HAWAIIAN ELECTRIC INDUSTRIES, INC.

HE - NYSE

March 21, 2005

Rating:  
**UNDERPERFORM**

Price: (3/21/05) \$25.89

Price Targets:  
12-18 month: \$26  
5-year: \$29

Industry:  
Utilities

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### Rate Case Split Into Two Dockets

The Public Utilities Commission of the State of Hawaii (PUC) has issued an order that separates Hawaiian Electric Co.'s (HECO) rate case into two dockets. Hence, HECO's request for an increase in electric rates for a decade of reliability investments has been separated from the company's request for approval of seven new energy-efficiency demand side management (DSM) programs.

Last November, HECO filed an application to increase rates by a net 7.3%, or \$74.2 million. Since over \$40 million of the requested rate hike involved energy efficiency and conservation issues, we believe the \$74.2 million amount will be adjusted down for the general rate case, with the decision still expected in 4Q'05. The decision for the DSM programs and related cost recovery will most likely be pushed into 2006, and possibly into 2007. Five existing DSM programs, which were scheduled to end in 2005, will be continued until further notice by the PUC.

The PUC said it split up the rate case for two reasons. First, it did not want to limit its review of DSM issues because of the statutory timing of eleven months required to determine an interim rate decision for a general rate case. Secondly, the state of Hawaii has been included in an initiative called EPA-State Energy Efficiency and Renewable Energy (EERE) Projects. Commissioners believe that the EERE and access to EPA experts will provide important information that will help it to decide about DSM programs designed to reduce the cost of consumer electric bills in Hawaii through cost-effective energy efficiency, renewable energy, and clean distributed generation.

Currently, we do not believe the bifurcation of the rate case will materially impact 2005 and 2006 EPS, and our earnings forecasts remain unchanged for the time being. Our 4Q'05 and 2006 revenue forecasts will likely be modified once the company separates the components of the revenue requirements of the original rate case into two dockets. Also causing changes in the revenue forecasts will be the fact that HECO's rate filing for a \$74.2 million revenue increase was net of the amounts proposed to be transferred from existing energy conservation programs from a surcharge line item on electric bills into base electricity charges, and included increased costs of new DSM programs. None of these likely changes in our revenue forecasts should materially impact net income.

Since reaching an all-time high in early February, the share price of HE has been in a descent, which now approximates our 12-18 month target price. We will be reviewing our 2005 and 2006 EPS forecasts and \$26 target price once we have dissected the company's recently filed Form 10-K. Until that review is completed and combined with the information we expect from the company about a revised rate case revenue request, our stock rating remains UNDERPERFORM.

### RESEARCH NOTE

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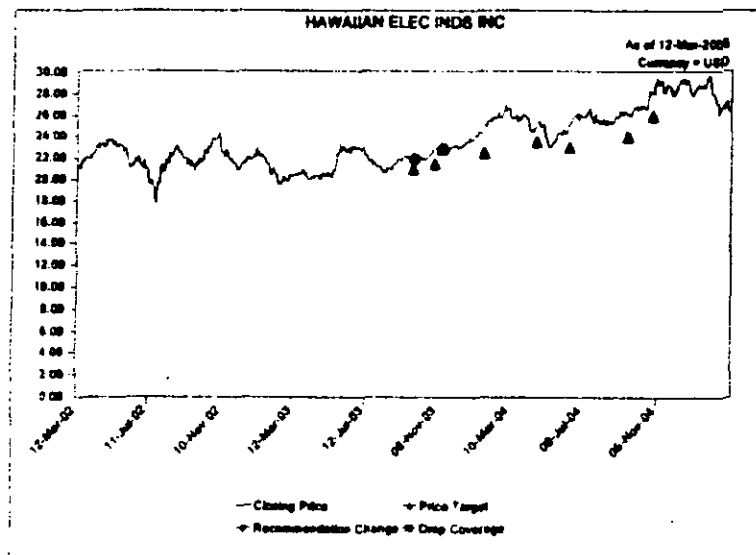
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**Ratings Information**

D.A. Davidson & Co. Ratings	Buy	Neutral	Underperform
Risk adjusted return potential	Over 15% total return expected on a risk adjusted basis over next 12-18 months	>0-15% return potential on a risk adjusted basis over next 12-18 months	Likely to remain flat or lose value on a risk adjusted basis over next 12-18 months

Distribution of Ratings (as of 12/31/04)	Buy	Hold	Sell
Corresponding Institutional Research Rating	Buy	Neutral	Underperform
Distribution of Institutional Research Ratings	42%	45%	13%
Corresponding Retail Research Rating	Buy, Core/Buy	Hold, Core/Hold	Avoid
Distribution of Retail Research Ratings	71%	29%	0%
Distribution of combined ratings	47%	42%	11%
Distribution of companies from whom D.A. Davidson & Co. has received compensation for investment banking services in last 12 mos	9%	8%	5%



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Buy, Neutral, Underperform

**D.A. Davidson & Co. Institutional Research Rating Scale (6/18/01 – 7/9/02)**  
Strong Buy, Buy, Neutral, Underperform

**HAWAIIAN ELEC INDS INC**

Currency = USD

Date	Closing Price	Recommendation Change	Date	Closing Price	Price Target
14-Nov-2003	22.93	UNDERPERFORM	01-Nov-2004	28.29	28.00
01-Oct-2003	21.90	NEUTRAL	20-Sep-2004	28.09	24.00
			14-Jun-2004	24.85	21.00
			22-Apr-2004	26.10	23.50
			21-Jan-2004	24.70	22.50
			03-Nov-2003	23.08	21.50
			30-Sep-2003	21.77	21.00

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Institutional Equity Research

## HAWAIIAN ELECTRIC INDUSTRIES, INC.

HE - NYSE

February 9, 2005

**Rating:**  
**UNDERPERFORM**

**Price:** (2/8/05) \$28.25

**Price Targets:**

12-18 month: \$26

5-year: \$29

**Industry:**  
Utilities

**James L. Bellessa, Jr., CFA**  
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jbellessa@dadco.com

FY (Dec)	2004A <sup>1</sup>	2005E	Y-Q-Y Growth	2006E	Y-Q-Y Growth
Revenue (\$M)	\$1,924.1	\$1,910.2	-1%	\$1,954.6	2%
Previous	\$1,905.8	\$1,913.7		\$1,952.6	
Price/Revenue ratio	1.2x	1.2x		1.2x	
EPS Revised	\$1.38	\$1.64	19%	\$1.88	15%
Previous	\$1.57	\$1.75		\$1.90	
Price/EPS ratio	20.5x	17.2x		15.0x	
EBITDA (\$M)	\$414.9	\$424.7	2%	\$477.0	12%
EV/EBITDA ratio	7.8x	7.6x		6.8x	

Quarterly Data:	EPS	EPS Previous	Revenue (\$M)	Revenue Previous	EBITDA (\$M)
3/31/05E	\$0.33	\$0.39	\$454.5	\$454.1	\$94.2
6/30/05E	\$0.42	\$0.43	\$477.0	\$476.9	\$106.5
9/30/05E	\$0.44	\$0.45	\$492.7	\$493.0	\$110.4
12/31/05E	\$0.46	\$0.49	\$485.9	\$489.8	\$113.6

<sup>1</sup> See footnote detail on page 2.

Valuation Data		Trading Data	
Long-term growth rate (E)	3%	Shares outstanding (M)	80.6
Total Debt/Cap (9/30/04)	48.5%	Market Capitalization (\$M)	\$2,276
Cash per share (9/30/04)	\$3.07	52-week range	\$22 96 - \$29 79
Book value per share (9/30/04)	\$15.05	Average daily volume (3 mos.) (K)	210
Dividend (yield)	\$1.24 (4.4%)	Float	99%
Return on Equity (T-T-M)	10.6%	Index Membership	S&P 400 MidCap

### Reducing Forecasts on Disappointing Quarterly Results. Maintaining UNDERPERFORM.

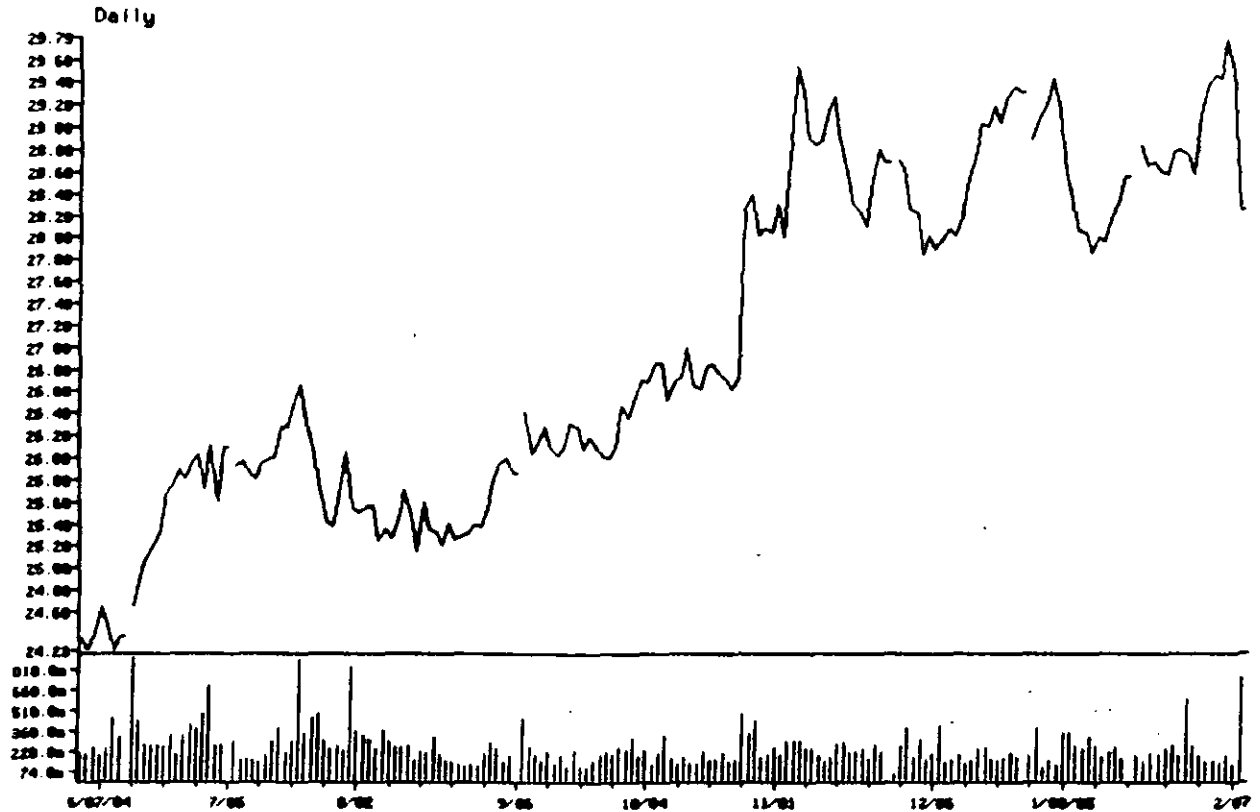
- Hawaiian Electric Industries reported 4Q'04 EPS of \$0.31. These results compare to \$0.49 per share a year ago and our forecast of \$0.48.
- Results at the electric utility were sharply lower due to higher costs for repairs and maintenance, including an unscheduled major overhaul of a 50-megawatt peaking unit on Oahu, as well as for a slew of individual items.
- On a per share basis, utility net income was \$0.16 versus \$0.29, bank net income was \$0.21 versus \$0.18, and "other and parent company" was a loss of \$0.06 versus a profit of \$0.01 a year earlier.
- We are lowering our EPS estimates for 2005 and 2006 to reflect on-going plant overhaul costs, unrecovered rising utility operating expenses, and margin compression at the bank. Our 2005 EPS is reduced from \$1.75 to \$1.64, and our 2006 EPS forecast is lowered from \$1.90 to \$1.88.
- At 16.0x the average of our revised 2005 and 2006 EPS forecasts, we believe the shares are overvalued. Hence, we are maintaining our target price of \$26 or 14.8x the average of our revised 2005 and 2006 EPS estimate. With the current share price above our near-term target price, we continue to maintain our UNDERPERFORM rating.

#### Company Description:

Hawaiian Electric Industries, Inc. is a holding company engaged in the electric utility and banking businesses in the state of Hawaii. Hawaiian Electric Company, Inc. provides electric services on five islands, whose populations comprise 95% of the state's residents. American Savings Bank, FSB, is the state's third largest financial institution with \$6.7 billion in assets.

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Price Chart



Source: ILX

Footnotes from page 1:

- <sup>1</sup> Includes 2Q'04 charge of \$0.30/sh. for REIT tax ruling. Includes 3Q'04 benefits of \$0.04/sh. gain on sale of CDO investments and \$0.02/sh. gain from discontinued operations related to sale of Chinese venture. Includes 4Q'04 benefit of \$0.04/sh. stemming from the settlement with the State of Hawaii Department of Taxation (DOT) regarding the REIT tax ruling, representing a partial reversal of amounts previously charged to net income in 2Q'04. Also, includes a 4Q'04 benefit of \$0.02 per share from correcting the accounting procedure for amortizing premiums and discounts on bank's mortgage-backed securities portfolio.



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**EPS Falls Short of Forecast**

Hawaiian Electric Industries reported 4Q'04 EPS of \$0.31. These results compare to \$0.49 per share a year ago and our forecast of \$0.48. Results at the electric utility were sharply lower due to higher costs for repairs and maintenance, including an unscheduled major overhaul of a 50-megawatt peaking unit on Oahu, as well as for a slew of individual items. Results at the community bank were in line with our expectations. However, "other" results were far lower due principally to the favorable benefits of a lawsuit settlement a year earlier.

At year-end 2004, American Savings Bank (ASB), a subsidiary of Hawaiian Electric Industries, settled its dispute with the State of Hawaii Department of Taxation (DOT). The dispute involved tax deductions the bank had been taking since 1998 for dividends received from a real estate investment trust subsidiary. As a result of the settlement agreement, ASB recognized \$3.5 million, or \$0.04 per share, in additional net income in 4Q'04, representing a partial reversal of amounts previously charged to net income. Also, ASB received a 4Q'04 benefit of \$2.5 million pre-tax, or \$1.5 million after tax (\$0.02 per share) from correcting the accounting procedure for amortizing premiums and discounts on the bank's mortgage-backed securities portfolio.

**Utility Results Torpedoed by O&M Costs**

Consolidated 4Q'04 revenues of \$518.4 million rose \$64.2 million, or 14%, from \$454.2 million in 4Q'03. Operating income of \$54.5 million dropped \$20.3 million, or 27%, from \$74.8 million. Net income of \$24.8 million declined \$12.6 million, or 3%, from \$37.4 million.

Electric utility revenues in 4Q'04 of \$423.4 million rose \$69.4 million, or 20%, from \$354.0 million in 4Q'03. Although temperatures were 3% cooler than the same period a year ago, as measured by cooling degree days in Oahu, an undisclosed level of customer growth and a strong economy, produced nearly a 2% climb in kilowatt-hour sales. Additionally, higher rates passed higher fuel and power costs through to ratepayers.

Utility expenses in the most recent quarter of \$392.2 million rose \$84.6 million, or 28%. All costs, except income taxes, rose. Especially onerous because they are not passed on to ratepayers was a \$16.3 million, or 28%, increase in operating and maintenance costs. Maintenance costs jumped 61% because of the timing and scope of generating unit overhauls relative to a year ago, and the utility's on-going focus to ensure reliability. In addition, operating costs rose 15% for information technology system enhancements, insurance reserves, and costs related to Sarbanes-Oxley compliance.

Electric utility net income in 4Q'04 of \$13.2 million dropped \$9.1 million, or 40%. This decline stemmed from a \$14.4 million slump in utility operating income, and a \$1.4 million slide in other income, offset by a \$6.7 million decrease in utility net income taxes. On a per share basis, utility net income was \$0.16 versus \$0.29.

**Bank Results Helped by Correction of Mortgage-Backed Security Amortizations**

Bank revenues in 4Q'04 of \$94.7 million grew \$5.0 million, or 6%, from \$89.7 million in 4Q'03. This increase was comprised of a \$2.7 million improvement in interest and investment income, due to higher average investment balances, and a \$2.3 million increase in fee and other income due primarily to higher debit card fees. The \$2.7 million improvement in interest and investment income included the aforementioned reduction of mortgage-related securities amortization.

Bank expenses in 4Q'04 of \$65.4 million dropped \$1.5 million, or 2%, from \$66.9 million in 4Q'03. The drop in expenses included a \$2.3 million drop in general and administrative expenses, offset by a \$0.6 million increase in interest expenses and a \$0.3 million reduction in loan loss provisions.

Bank operating income of \$29.3 million rose \$6.5 million, helped by higher net interest income due to higher average earning assets, offset by a lower interest rate spread, which is the difference between average rates earned and average rates paid. The 4Q'04 interest rate spread of 3.02% compared to 3.16% a year earlier. The bank does not express its results in terms of net interest margin, which is typical of other financial institutions.

D.A. Davidson & Co.

Bank net income in 4Q'04 of \$16.7 million rose \$2.7 million, or 19%. This increase stemmed from a \$6.5 million climb in bank operating income and a \$3.7 million increase in bank income taxes. On a per share basis, bank net income was \$0.21 versus \$0.18.

"Other" revenues of \$0.3 million were down sharply from \$10.5 million a year earlier, due primarily to \$9.5 million, or \$5.7 million net of taxes, for "settlement of lawsuits" a year ago. These settlements included an undisclosed settlement from PaineWebber, Inc. on claims relating to three trust certificates purchased by Hawaiian Electric. "Other" expenses of \$6.2 million rose \$1.3 million from \$4.9 million a year ago.

On a per share basis, "other and parent company" was a loss of \$0.06 versus a profit of \$0.01 a year earlier. This negative variance is essentially due to the \$0.08 per share after tax benefit from the "settlement of lawsuits."

**Reducing Projected EPS**

We are lowering our EPS estimates for 2005 and 2006 to reflect on-going plant overhaul costs, unrecovered utility operating expenses, and margin compression at the bank. Our 2005 EPS is reduced from \$1.75 to \$1.64. We believe this year's results should be aided by the absence of an adverse bank franchise tax ruling, which reduced 2004 EPS by \$0.25, and by higher electric rates starting sometime during 4Q'05. Likely offsets include higher retirement benefit expenses, which could rise to \$10-\$15 million from \$7 million in 2004, based on various assumptions. Our 2006 EPS forecast is lowered from \$1.90 to \$1.88.

Hawaiian Electric Company has filed for a \$74.2 million, or 7.3%, net increase in electric rates that are currently in effect for customers on Oahu. Using a 2005 test year, the application requests a 9.11% rate of return on an average rate base of \$1.092 billion and a return on equity of 11.5%. A decision by regulators is likely by 4Q'05. We have assumed a 3% rate increase in our model.

**Maintaining UNDERPERFORM  
Rating**

We are maintaining our target price of \$26 or 14.8x the average of our revised 2005 and 2006 EPS estimate. With the current share price above our near-term target price, we continue to maintain our UNDERPERFORM rating.

James L. Bellessa Jr., CFA  
Vice President Research  
406.791.7230

D.A. Davidson & Co.

## Hawaiian Electric Industries, Inc.

### Balance Sheet

\$\$\$ in thousands - Fiscal year ends 12/31

	2000	2001	2002	2003	2004
Cash and Equivalents (and Fed Funds Sold)	\$ 212,783	\$ 460,827	\$ 244,625	\$ 279,968	\$ 247,572
Accts. Receivable and Unbilled Revenue, net	193,086	184,124	178,327	187,718	203,518
Available-for-Sale Securities	164,868	1,613,710	1,986,288	1,787,177	1,908,549
Securities Pledged for Repo. Agreements	867,371	786,749	784,362	941,571	916,592
Held-to-Maturity Investment Securities	1,448,466	84,211	89,848	94,824	97,365
Loans Receivable, net	3,211,325	2,887,622	2,993,989	3,121,979	3,126,277
Property, Plant and Equipment	2,064,474	2,067,803	2,241,943	2,311,888	2,372,884
Regulatory Assets	119,823	111,376	0	0	0
Other	383,447	309,867	348,002	382,228	406,954
Goodwill and Intangibles	191,481	191,864	97,672	93,812	92,185
<b>Total Assets</b>	<b>8,518,694</b>	<b>8,517,943</b>	<b>8,533,563</b>	<b>9,201,168</b>	<b>9,460,894</b>
Accounts Payable	\$ 128,719	\$ 119,650	\$ 134,416	\$ 132,780	\$ 173,573
Deposit Liabilities	3,664,646	3,679,696	3,800,772	4,026,290	4,182,409
Short-Term Borrowings	104,398	0	0	0	8,392
Repurchase Agreements	686,604	683,180	867,347	831,336	790,699
FHLB Advances	1,249,282	1,032,752	1,178,282	1,017,063	1,020,053
Long-Term Debt	1,982,731	1,148,769	1,108,270	1,064,420	1,167,108
Deferred Income Tax	187,420	166,436	238,431	228,630	233,982
Contributions in Aid of Construction	211,618	213,567	216,094	233,969	231,118
Other	297,841	293,742	287,316	273,442	324,332
Regulatory liabilities			67,060	71,683	82,585
Pref. Sec. of Trust Sub. and Sub. Debentures	200,000	200,000	200,000	200,000	0
Pref. Stock of Subsidiaries	34,408	34,408	34,408	34,408	34,408
<b>Stockholders' Equity</b>	<b>839,069</b>	<b>839,866</b>	<b>1,046,300</b>	<b>1,089,631</b>	<b>1,212,247</b>
<b>Total Liabilities and Equity</b>	<b>8,518,694</b>	<b>8,517,943</b>	<b>8,533,563</b>	<b>9,201,168</b>	<b>9,460,894</b>
<b>Capital Structure (Excluding ASB's deposits, repos, and advances)</b>					
Long-Term and Short-Term Debt	\$1,183,129	\$1,148,769	\$1,108,270	\$1,064,420	\$1,175,500
Trust Preferreds	200,000	200,000	200,000	200,000	0
Preferred Stock of Subs	34,408	34,408	34,408	34,408	34,408
Common Stock Equity	839,069	839,866	1,046,300	1,089,631	1,212,247
	<b>\$2,256,604</b>	<b>\$2,308,040</b>	<b>\$2,388,976</b>	<b>\$2,387,857</b>	<b>\$2,422,153</b>
<b>% Weighting of Capital Structure</b>					
Long-Term and Short-Term Debt	82.8%	49.6%	46.3%	44.6%	48.5%
Trust Preferreds	8.8%	8.7%	8.4%	8.4%	0.0%
Preferred Stock of Subs	1.6%	1.6%	1.4%	1.4%	1.4%
Common Stock Equity	37.0%	40.2%	43.8%	45.6%	50.0%
	100.0%	100.0%	100.0%	100.0%	100.0%
Common Shares Outstanding (000's)	66,982	71,200	73,618	76,838	80,564

D.A. Davidson & Co.

**Hawaiian Electric Industries, Inc.**  
**Consolidated Statements of Income**  
\$ in thousands - Fiscal year ends 12/31

	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041	2042	2043	2044	2045	2046	2047	2048	2049	2050	2051	2052	2053	2054	2055	2056	2057	2058	2059	2060	2061	2062	2063	2064	2065	2066	2067	2068	2069	2070	2071	2072	2073	2074	2075	2076	2077	2078	2079	2080	2081	2082	2083	2084	2085	2086	2087	2088	2089	2090	2091	2092	2093	2094	2095	2096	2097	2098	2099	2100	2101	2102	2103	2104	2105	2106	2107	2108	2109	2110	2111	2112	2113	2114	2115	2116	2117	2118	2119	2120	2121	2122	2123	2124	2125	2126	2127	2128	2129	2130	2131	2132	2133	2134	2135	2136	2137	2138	2139	2140	2141	2142	2143	2144	2145	2146	2147	2148	2149	2150	2151	2152	2153	2154	2155	2156	2157	2158	2159	2160	2161	2162	2163	2164	2165	2166	2167	2168	2169	2170	2171	2172	2173	2174	2175	2176	2177	2178	2179	2180	2181	2182	2183	2184	2185	2186	2187	2188	2189	2190	2191	2192	2193	2194	2195	2196	2197	2198	2199	2200	2201	2202	2203	2204	2205	2206	2207	2208	2209	2210	2211	2212	2213	2214	2215	2216	2217	2218	2219	2220	2221	2222	2223	2224	2225	2226	2227	2228	2229	2230	2231	2232	2233	2234	2235	2236	2237	2238	2239	2240	2241	2242	2243	2244	2245	2246	2247	2248	2249	2250	2251	2252	2253	2254	2255	2256	2257	2258	2259	2260	2261	2262	2263	2264	2265	2266	2267	2268	2269	2270	2271	2272	2273	2274	2275	2276	2277	2278	2279	2280	2281	2282	2283	2284	2285	2286	2287	2288	2289	2290	2291	2292	2293	2294	2295	2296	2297	2298	2299	2300	2301	2302	2303	2304	2305	2306	2307	2308	2309	2310	2311	2312	2313	2314	2315	2316	2317	2318	2319	2320	2321	2322	2323	2324	2325	2326	2327	2328	2329	2330	2331	2332	2333	2334	2335	2336	2337	2338	2339	2340	2341	2342	2343	2344	2345	2346	2347	2348	2349	2350	2351	2352	2353	2354	2355	2356	2357	2358	2359	2360	2361	2362	2363	2364	2365	2366	2367	2368	2369	2370	2371	2372	2373	2374	2375	2376	2377	2378	2379	2380	2381	2382	2383	2384	2385	2386	2387	2388	2389	2390	2391	2392	2393	2394	2395	2396	2397	2398	2399	2400	2401	2402	2403	2404	2405	2406	2407	2408	2409	2410	2411	2412	2413	2414	2415	2416	2417	2418	2419	2420	2421	2422	2423	2424	2425	2426	2427	2428	2429	2430	2431	2432	2433	2434	2435	2436	2437	2438	2439	2440	2441	2442	2443	2444	2445	2446	2447	2448	2449	2450	2451	2452	2453	2454	2455	2456	2457	2458	2459	2460	2461	2462	2463	2464	2465	2466	2467	2468	2469	2470	2471	2472	2473	2474	2475	2476	2477	2478	2479	2480	2481	2482	2483	2484	2485	2486	2487	2488	2489	2490	2491	2492	2493	2494	2495	2496	2497	2498	2499	2500	2501	2502	2503	2504	2505	2506	2507	2508	2509	2510	2511	2512	2513	2514	2515	2516	2517	2518	2519	2520	2521	2522	2523	2524	2525	2526	2527	2528	2529	2530	2531	2532	2533	2534	2535	2536	2537	2538	2539	2540	2541	2542	2543	2544	2545	2546	2547	2548	2549	2550	2551	2552	2553	2554	2555	2556	2557	2558	2559	2560	2561	2562	2563	2564	2565	2566	2567	2568	2569	2570	2571	2572	2573	2574	2575	2576	2577	2578	2579	2580	2581	2582	2583	2584	2585	2586	2587	2588	2589	2590	2591	2592	2593	2594	2595	2596	2597	2598	2599	2600	2601	2602	2603	2604	2605	2606	2607	2608	2609	2610	2611	2612	2613	2614	2615	2616	2617	2618	2619	2620	2621	2622	2623	2624	2625	2626	2627	2628	2629	2630	2631	2632	2633	2634	2635	2636	2637	2638	2639	2640	2641	2642	2643	2644	2645	2646	2647	2648	2649	2650	2651	2652	2653	2654	2655	2656	2657	2658	2659	2660	2661	2662	2663	2664	2665	2666	2667	2668	2669	2670	2671	2672	2673	2674	2675	2676	2677	2678	2679	2680	2681	2682	2683	2684	2685	2686	2687	2688	2689	2690	2691	2692	2693	2694	2695	2696	2697	2698	2699	2700	2701	2702	2703	2704	2705	2706	2707	2708	2709	2710	2711	2712	2713	2714	2715	2716	2717	2718	2719	2720	2721	2722	2723	2724	2725	2726	2727	2728	2729	2730	2731	2732	2733	2734	2735	2736	2737	2738	2739	2740	2741	2742	2743	2744	2745	2746	2747	2748	2749	2750	2751	2752	2753	2754	2755	2756	2757	2758	2759	2760	2761	2762	2763	2764	2765	2766	2767	2768	2769	2770	2771	2772	2773	2774	2775	2776	2777	2778	2779	2780	2781	2782	2783	2784	2785	2786	2787	2788	2789	2790	2791	2792	2793	2794	2795	2796	2797	2798	2799	2800	2801	2802	2803	2804	2805	2806	2807	2808	2809	2810	2811	2812	2813	2814	2815	2816	2817	2818	2819	2820	2821	2822	2823	2824	2825	2826	2827	2828	2829	2830	2831	2832	2833	2834	2835	2836	2837	2838	2839	2840	2841	2842	2843	2844	2845	2846	2847	2848	2849	2850	2851	2852	2853	2854	2855	2856	2857	2858	2859	2860	2861	2862	2863	2864	2865	2866	2867	2868	2869	2870	2871	2872	2873	2874	2875	2876	2877	2878	2879	2880	2881	2882	2883	2884	2885	2886	2887	2888	2889	2890	2891	2892	2893	2894	2895	2896	2897	2898	2899	2900	2901	2902	2903	2904	2905	2906	2907	2908	2909	2910	2911	2912	2913	2914	2915	2916	2917	2918	2919	2920	2921	2922	2923	2924	2925	2926	2927	2928	2929	2930	2931	2932	2933	2934	2935	2936	2937	2938	2939	2940	2941	2942	2943	2944	2945	2946	2947	2948	2949	2950	2951	2952	2953	2954	2955	2956	2957	2958	2959	2960	2961	2962	2963	2964	2965	2966	2967	2968	2969	2970	2971	2972	2973	2974	2975	2976	2977	2978	2979	2980	2981	2982	2983	2984	2985	2986	2987	2988	2989	2990	2991	2992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**D.A. Davidson & Co.**

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D.A. Davidson & Co. expects to receive, or intends to seek, compensation for investment banking services from this company in the next three months.

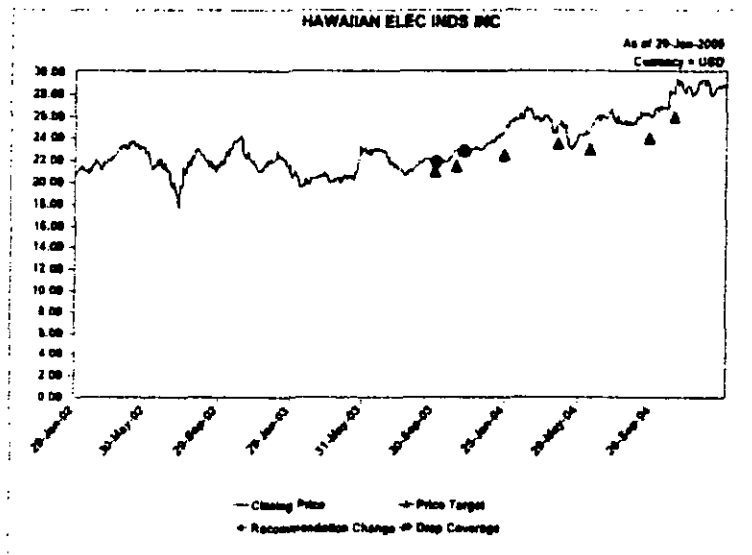
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I, James L. Bellessa, Jr., CFA, attest that (i) all the views expressed in this research report accurately reflect my personal views about the common stock of the subject company, and (ii) no part of my compensation was, is, or will be, directly or indirectly, related to the specific recommendations or views expressed in this report.

**Ratings Information**

D.A. Davidson & Co. Ratings	Buy	Neutral	Underperform
Risk adjusted return potential	Over 15% total return expected on a risk adjusted basis over next 12-18 months	>0-15% return potential on a risk adjusted basis over next 12-18 months	Likely to remain flat or lose value on a risk adjusted basis over next 12-18 months

Distribution of Ratings (as of 12/31/04)	Buy	Hold	Sell
Corresponding Institutional Research Rating	Buy	Neutral	Underperform
Distribution of Institutional Research Ratings	42%	45%	13%
Corresponding Retail Research Rating	Buy, Core/Buy	Hold, Core/Hold	Avoid
Distribution of Retail Research Ratings	71%	29%	0%
Distribution of combined ratings	47%	42%	11%
Distribution of companies from whom D.A. Davidson & Co. has received compensation for investment banking services in last 12 mos	9%	8%	5%



D.A. Davidson & Co. has made one change to its institutional ratings scale within the last three years. The change occurred July 9, 2002 and the corresponding scales are reproduced below.

**D.A. Davidson & Co. Institutional Research Rating Scale (beginning 7/9/02)**  
Buy, Neutral, Underperform

**D.A. Davidson & Co. Institutional Research Rating Scale (6/18/01 – 7/9/02)**  
Strong Buy, Buy, Neutral, Underperform

**HAWAIIAN ELEC INDS INC**

Currency = USD

Date	Closing Price	Recommendation Change	Date	Closing Price	Price Target
14-Nov-2003	22.93	UNDERPERFORM	01-Nov-2004	25.29	26.00
01-Oct-2003	21.90	NEUTRAL	20-Sep-2004	25.08	24.00
			14-Jun-2004	24.85	23.00
			22-Apr-2004	25.10	23.50
			21-Jan-2004	24.70	22.50
			03-Nov-2003	23.08	21.50
			30-Sep-2003	21.77	21.00

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Target prices are our Institutional Research Department's evaluation of price potential over the next 12-18 months and 5 years, based upon our assessment of future earnings and cash flow, comparable company valuations, growth prospects and other financial criteria. Certain risks may impede achievement of these price targets including, but not limited to, broader market and macroeconomic fluctuations and unforeseen changes in the subject company's fundamentals or business trends.

### Other Disclosures

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DAVIDSON  
COMPANIES

D.A. Davidson & Co.

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Institutional Equity Research

# HAWAIIAN ELECTRIC INDUSTRIES, INC.

HE - NYSE

January 25, 2005

Rating:  
**UNDERPERFORM**

Price: (1/25/05) \$28.96

Price Targets:

12-18 month: \$26

5-year: \$29

Industry:

Utilities

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FY(Dec)	2003A <sup>1</sup>	2004A <sup>2</sup>	Y-O-Y Growth	2005E	Y-O-Y Growth
Revenue (\$M)	\$1,781.3	\$1,905.8	7%	\$1,913.7	0%
Previous	-	\$1,901.1		NC	
Price/Revenue ratio	1.2x	1.2x		1.2x	
EPS Revised	\$1.52	\$1.57	3%	\$1.75	12%
Previous	-	\$1.53		NC	
Price/EPS ratio	19.0x	18.5x		16.5x	
EBITDA (\$M)	\$414.0	\$436.9	6%	\$437.2	0%
EV/EBITDA ratio	8.0x	7.5x		7.5x	

Quarterly Data:	EPS	EPS Previous	Revenue (\$M)	Revenue Previous	EBITDA (\$M)
3/31/04A	\$0.40	-	\$437.1	-	\$104.0
6/30/04A <sup>2</sup>	\$0.14	-	\$461.8	-	\$103.3
9/30/04A <sup>2</sup>	\$0.53	-	\$506.8	-	\$117.4
12/31/04E <sup>2</sup>	\$0.51	\$0.48	\$500.1	\$495.4	\$112.3

<sup>1,2</sup> See Footnote detail on page 2.

Valuation Data		Trading Data	
Long-term growth rate (E)	3%	Shares outstanding (M)	80.6
Total Debt/Cap (9/30/04)	48.5%	Market Capitalization (\$M)	\$2,333
Cash per share (9/30/04)	\$3.07	52-week range	\$22.96 - \$29.55
Book value per share (9/30/04)	\$15.05	Average daily volume (3 mos.) (K)	210
Dividend (yield)	\$1.24 (4.3%)	Float	99%
Return on Equity (T-T-M)	10.7%	Index Membership	S&P 400 MidCap

## Raising 2004 EPS Estimate for an Expected Accounting Adjustment. Maintaining 2005 Estimate. Initiating 2006 Forecast.

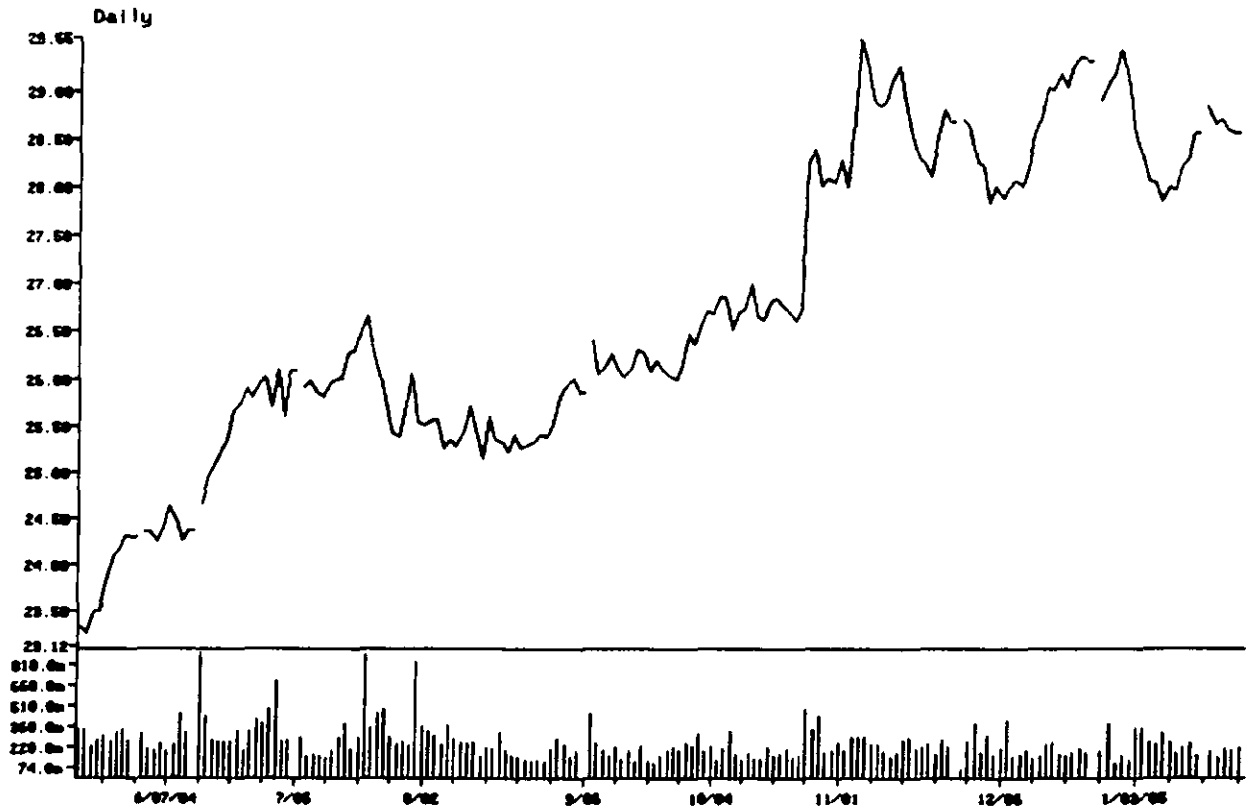
- Hawaiian Electric Industries said it was delaying the reporting of 4Q'04 and 2004 results. The company's banking unit needs additional time to correct the method for amortizing premiums and discounts on its mortgage-backed securities portfolio. The company expects the accounting adjustment will add \$0.02-\$0.05 per share to earnings, which we assume will be posted in 4Q'04 results. Hence, we are adding \$0.03-\$0.04 to our 4Q'04 and full-year EPS estimates.
- We are maintaining our 2005 EPS projection of \$1.75 and initiating a 2006 forecast of \$1.90. Helping results should be an electric rate increase and gradual earnings improvements at the bank. Hawaiian Electric Company has filed for a \$74.2 million, or 7.3%, net increase in electric rates that are currently in effect for customers on Oahu. Using a 2005 test year, the application requests a 9.11% rate of return on an average rate base of \$1.092 billion and a return on equity of 11.5%. A decision by regulators is likely by 4Q'05. We have assumed a 3% rate increase in our model.
- We are maintaining our 12-18 month target price of \$26, or 14.3x the average of our 2005 and 2006 EPS forecasts. With the current share price above our near-term target price, we continue to maintain an UNDERPERFORM rating.

### Company Description:

Hawaiian Electric Industries, Inc. is a holding company engaged in the electric utility and banking businesses in the state of Hawaii. Hawaiian Electric Company, Inc. provides electric services on five islands, whose populations comprise 95% of the state's residents. American Savings Bank, FSB, is the state's third largest financial institution with \$6.7 billion in assets.

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Price Chart



Source: ILX

Footnotes from page 1:

<sup>1</sup>Includes \$0.05/sh. in charges for 2Q'03 write down and increased reserves for a Philippine utility investment; a \$0.02/sh. charge for DOH settlement in 3Q'03 and \$0.01/sh. reversal in 4Q'03; and a \$0.03/sh. charge for the 4Q'03 Keahole settlement.

<sup>2</sup> Includes 2Q'04 charge of \$0.30/sh. for REIT tax ruling. Includes 3Q'04 benefits of \$0.04/sh. gain on sale of CDO investments and \$0.02/sh. gain from discontinued operations related to sale of Chinese venture. Includes 4Q'04 benefit of \$0.04/sh. stemming from the settlement with the State of Hawaii Department of Taxation (DOT) regarding the REIT tax ruling, representing a partial reversal of amounts previously charged to net income in 2Q'04. Also, includes an estimated 4Q'04 benefit of \$0.04 per share from correcting the accounting procedure for amortizing premiums and discounts on bank's mortgage-backed securities portfolio.



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**Hawaiian Electric Industries, Inc.**

**Balance Sheet**

\$ in thousands - Fiscal year ends 12/31

	2000	2001	2002	2003	2004
Cash and Equivalents (and Fed Funds Sold)	\$ 212,793	\$ 480,827	\$ 244,525	\$ 279,868	\$ 247,572
Accts. Receivable and Unbilled Revenue, net	188,008	184,134	178,337	187,718	203,516
Available-for-Sale Securities	164,088	1,612,719	1,869,288	1,787,177	1,988,549
Securities Pledged for Repurchase Agreements	637,371	798,769	784,382	841,871	816,582
Held-to-Maturity Investment Securities	1,448,488	84,211	89,545	94,824	87,385
Loans Receivable, net	3,211,325	2,857,822	2,892,889	3,121,879	3,126,277
Property, Plant and Equipment	2,034,474	2,987,883	2,341,943	2,311,898	2,372,884
Regulatory Assets	116,823	111,278	0	0	0
Other	383,447	369,887	343,302	382,229	405,854
Goodwill and Intangibles	381,681	381,854	87,878	83,887	92,185
<b>Total Assets</b>	<b>8,518,684</b>	<b>9,517,842</b>	<b>8,523,553</b>	<b>9,271,158</b>	<b>9,480,684</b>
Accounts Payable	\$ 125,719	\$ 119,858	\$ 134,418	\$ 132,789	\$ 173,573
Deposit Liabilities	3,884,648	3,879,586	3,886,772	4,028,280	4,182,409
Short-Term Borrowings	184,388	0	0	0	8,382
Repurchase Agreements	888,804	683,189	687,247	811,335	780,688
FHLB Advances	1,248,252	1,032,752	1,178,252	1,817,883	1,020,053
Long-Term Debt	1,682,171	1,148,789	1,088,279	1,084,428	1,167,108
Deferred Income Tax	187,429	188,438	235,431	228,889	233,982
Contributions in Aid of Construction	211,918	213,857	218,884	233,869	231,118
Other	287,841	283,742	257,319	273,442	304,332
Regulatory liabilities			87,698	71,882	82,585
Prof. Sec. of Trust Sub. and Sub. Debentures	280,888	280,888	280,888	280,888	0
Prof. Stock of Subsidiaries	34,488	34,488	34,488	34,488	34,488
Stockholders' Equity	838,678	828,855	1,048,308	1,089,831	1,212,247
<b>Total Liabilities and Equity</b>	<b>8,518,684</b>	<b>9,517,842</b>	<b>8,523,553</b>	<b>9,271,158</b>	<b>9,480,684</b>
Capital Structure (Excluding ASB's deposits, repurchase and advances)					
Long-Term and Short-Term Debt	\$1,193,129	\$1,148,789	\$1,168,279	\$1,084,428	\$1,175,500
Trust Preferreds	280,888	280,888	280,888	280,888	0
Preferred Stock of Subs.	34,488	34,488	34,488	34,488	34,488
Common Stock Equity	838,678	828,855	1,048,308	1,089,831	1,212,247
	<u>\$2,346,884</u>	<u>\$2,389,840</u>	<u>\$2,531,976</u>	<u>\$2,489,635</u>	<u>\$2,422,153</u>
% Weighting of Capital Structure					
Long-Term and Short-Term Debt	52.6%	48.6%	46.2%	44.6%	46.5%
Trust Preferreds	8.0%	8.7%	8.4%	8.4%	0.0%
Preferred Stock of Subs.	1.5%	1.5%	1.5%	1.4%	1.4%
Common Stock Equity	37.9%	41.2%	43.9%	45.6%	52.1%
	<u>100.0%</u>	<u>100.0%</u>	<u>100.0%</u>	<u>100.0%</u>	<u>100.0%</u>
Common Shares Outstanding (889's)	85,982	71,280	73,818	75,838	80,564

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Hawaiian Electric Industries, Inc.  
Consolidated Statements of Income  
\$ in thousands - figure year ended 12/31

	2005	2004	2003	2002	2001	2000	1999	1998	1997
Revenue:									
Electric Utility	\$ 343,884	\$ 370,895	\$ 410,077	\$ 462,188	\$ 538,481	\$ 628,481	\$ 708,127	\$ 784,288	\$ 868,481
Service	88,748	97,328	106,882	116,738	126,875	136,875	146,875	156,875	166,875
Other	12,082	12,311	12,311	12,311	12,311	12,311	12,311	12,311	12,311
Total Revenue	444,714	480,534	529,270	591,237	677,667	777,667	867,315	953,474	1,047,667
Expenses:									
Electric Utility	307,675	324,881	357,364	393,204	433,735	473,735	513,735	553,735	593,735
Service	88,887	97,328	106,882	116,738	126,875	136,875	146,875	156,875	166,875
Other	12,082	12,311	12,311	12,311	12,311	12,311	12,311	12,311	12,311
Total Expenses	378,644	434,520	476,557	522,253	572,921	622,921	672,921	722,921	772,921
Operating Income:									
Electric Utility	46,039	46,014	46,014	46,014	46,014	46,014	46,014	46,014	46,014
Service	22,862	22,862	22,862	22,862	22,862	22,862	22,862	22,862	22,862
Other	3,823	3,823	3,823	3,823	3,823	3,823	3,823	3,823	3,823
Total Operating Income	72,724	72,724	72,724	72,724	72,724	72,724	72,724	72,724	72,724
Interest Expense (after Prior Year)	(18,118)	(18,118)	(18,118)	(18,118)	(18,118)	(18,118)	(18,118)	(18,118)	(18,118)
Provision for Bad Debts	(6,021)	(6,021)	(6,021)	(6,021)	(6,021)	(6,021)	(6,021)	(6,021)	(6,021)
Provision for Doubtful Accounts	(4,708)	(4,708)	(4,708)	(4,708)	(4,708)	(4,708)	(4,708)	(4,708)	(4,708)
AFUDC - Debt	529	529	529	529	529	529	529	529	529
AFUDC - Equity	1,082	1,082	1,082	1,082	1,082	1,082	1,082	1,082	1,082
Prior Year Income	55,888	55,888	55,888	55,888	55,888	55,888	55,888	55,888	55,888
Income Taxes	(18,462)	(18,462)	(18,462)	(18,462)	(18,462)	(18,462)	(18,462)	(18,462)	(18,462)
Income from Continuing Operations	37,426	37,426	37,426	37,426	37,426	37,426	37,426	37,426	37,426
Discontinued Operations, Net of Tax	0	0	0	0	0	0	0	0	0
Net Income	37,426	37,426	37,426	37,426	37,426	37,426	37,426	37,426	37,426
Applicable Shares	75,872	75,872	75,872	75,872	75,872	75,872	75,872	75,872	75,872
Earnings Per Share:									
Continuing Operations	\$ 0.49	\$ 0.49	\$ 0.49	\$ 0.49	\$ 0.49	\$ 0.49	\$ 0.49	\$ 0.49	\$ 0.49
Discontinued Operations	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GAAP EPS	\$ 0.49	\$ 0.49	\$ 0.49	\$ 0.49	\$ 0.49	\$ 0.49	\$ 0.49	\$ 0.49	\$ 0.49
Dividends Per Share	\$ 0.31	\$ 0.31	\$ 0.31	\$ 0.31	\$ 0.31	\$ 0.31	\$ 0.31	\$ 0.31	\$ 0.31
Dividend Payout Ratio of GAAP EPS	62.4%	62.4%	62.4%	62.4%	62.4%	62.4%	62.4%	62.4%	62.4%
Tax Rate	33.0%	33.0%	33.0%	33.0%	33.0%	33.0%	33.0%	33.0%	33.0%
Net Income by Segment (amount, not %)									
Electric Utility	22,229	22,229	22,229	22,229	22,229	22,229	22,229	22,229	22,229
Service	11,884	11,884	11,884	11,884	11,884	11,884	11,884	11,884	11,884
Other (including income)	3,313	3,313	3,313	3,313	3,313	3,313	3,313	3,313	3,313
Unallocated Prior Company	(1,800)	(1,800)	(1,800)	(1,800)	(1,800)	(1,800)	(1,800)	(1,800)	(1,800)
Total	37,426	37,426	37,426	37,426	37,426	37,426	37,426	37,426	37,426
EPS by Segment (amount, not %)									
Electric Utility	\$ 0.29	\$ 0.29	\$ 0.29	\$ 0.29	\$ 0.29	\$ 0.29	\$ 0.29	\$ 0.29	\$ 0.29
Service	\$ 0.16	\$ 0.16	\$ 0.16	\$ 0.16	\$ 0.16	\$ 0.16	\$ 0.16	\$ 0.16	\$ 0.16
Other (including income)	\$ 0.04	\$ 0.04	\$ 0.04	\$ 0.04	\$ 0.04	\$ 0.04	\$ 0.04	\$ 0.04	\$ 0.04
Unallocated Prior Company	(0.02)	(0.02)	(0.02)	(0.02)	(0.02)	(0.02)	(0.02)	(0.02)	(0.02)
Total	\$ 0.49	\$ 0.49	\$ 0.49	\$ 0.49	\$ 0.49	\$ 0.49	\$ 0.49	\$ 0.49	\$ 0.49

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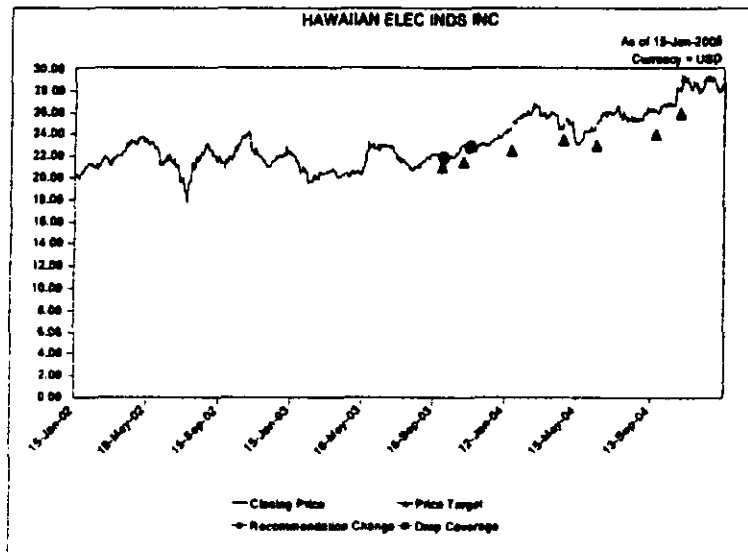
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I, James L. Bellessa, Jr., CFA, attest that (i) all the views expressed in this research report accurately reflect my personal views about the common stock of the subject company, and (ii) no part of my compensation was, is, or will be, directly or indirectly, related to the specific recommendations or views expressed in this report.

**Ratings Information**

D.A. Davidson & Co. Ratings	Buy	Neutral	Underperform
Risk adjusted return potential	Over 15% total return expected on a risk adjusted basis over next 12-18 months	>0-15% return potential on a risk adjusted basis over next 12-18 months	Likely to remain flat or lose value on a risk adjusted basis over next 12-18 months

Distribution of Ratings (as of 12/31/04)	Buy	Hold	Sell
Corresponding Institutional Research Rating	Buy	Neutral	Underperform
Distribution of Institutional Research Ratings	42%	45%	13%
Corresponding Retail Research Rating	Buy, Core/Buy	Hold, Core/Hold	Avoid
Distribution of Retail Research Ratings	71%	29%	0%
Distribution of combined ratings	47%	42%	11%
Distribution of companies from whom D.A. Davidson & Co. has received compensation for investment banking services in last 12 mos	9%	8%	5%



D.A. Davidson & Co. has made one change to its institutional ratings scale within the last three years. The change occurred July 9, 2002 and the corresponding scales are reproduced below.

**D.A. Davidson & Co. Institutional Research Rating Scale (beginning 7/9/02)**  
Buy, Neutral, Underperform

**D.A. Davidson & Co. Institutional Research Rating Scale (6/18/01 – 7/9/02)**  
Strong Buy, Buy, Neutral, Underperform

**HAWAIIAN ELEC INDS INC**

Currency = USD

Date	Closing Price	Recommendation Change	Date	Closing Price	Price Target
14-Nov-2003	22.93	UNDERPERFORM	01-Nov-2004	26.29	26.00
01-Oct-2003	21.90	NEUTRAL	20-Sep-2004	26.08	24.00
			14-Jun-2004	24.85	23.00
			22-Apr-2004	25.10	23.50
			21-Jan-2004	24.70	22.50
			03-Nov-2003	23.08	21.50
			30-Sep-2003	21.77	21.00

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**Other Disclosures**

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**D.A. Davidson & Co.**

member SIPC

Institutional Equity Research

**HAWAIIAN ELECTRIC INDUSTRIES, INC.**  
**HE - NYSE**

January 7, 2005

Rating:  
**UNDERPERFORM**

Price: (01/07/05) \$27.93

Price Targets:

12-18 month: \$26

5-year: \$29

Industry:  
Utilities

James L. Bellessa, Jr., CFA  
406.791.7230  
jbellessa@dadco.com

FY(Dec)	2003A	2004E	Y-O-Y Growth	2005E	Y-O-Y Growth
Revenue (\$M)	\$1,781.3	\$1,901.1	7%	\$1,913.7	1%
Previous	-	NC		NC	
Price/Revenue ratio	1.2x	1.2x		1.2x	
EPS Revised	\$1.52	\$1.53	0%	\$1.75	14%
Previous	-	\$1.49		NC	
Price/EPS ratio	18.3x	18.3x		15.9x	
EBITDA (\$M)	\$414.0	\$432.2	4%	\$437.2	1%
EV/EBITDA ratio	7.8x	7.4x		7.3x	

Quarterly Data:	EPS	EPS Previous	Revenue (\$M)	Revenue Previous	EBITDA (\$M)
3/31/04A	\$0.40	-	\$437.1	-	\$104.0
6/30/04A	\$0.14	-	\$461.8	-	\$103.3
9/30/04A	\$0.53	-	\$506.8	-	\$117.4
12/31/04E	\$0.48	\$0.44	\$495.4	NC	\$107.6

Valuation Data	
Long-term growth rate (E)	3%
Total Debt/Cap (9/30/04)	48.5%
Cash per share (9/30/04)	\$3.07
Book value per share (9/30/04)	\$15.05
Dividend (yield)	\$1.24 (4.4%)
Return on Equity (T-T-M)	10.7%

Trading Data	
Shares outstanding (M)	80.6
Market Capitalization (\$M)	\$2,250
\$2-week range	\$22.96 - \$29.55
Average daily volume (3 mos.) (K)	204
Float	99%
Index Membership	S&P 400 MidCap

**Company Description:**

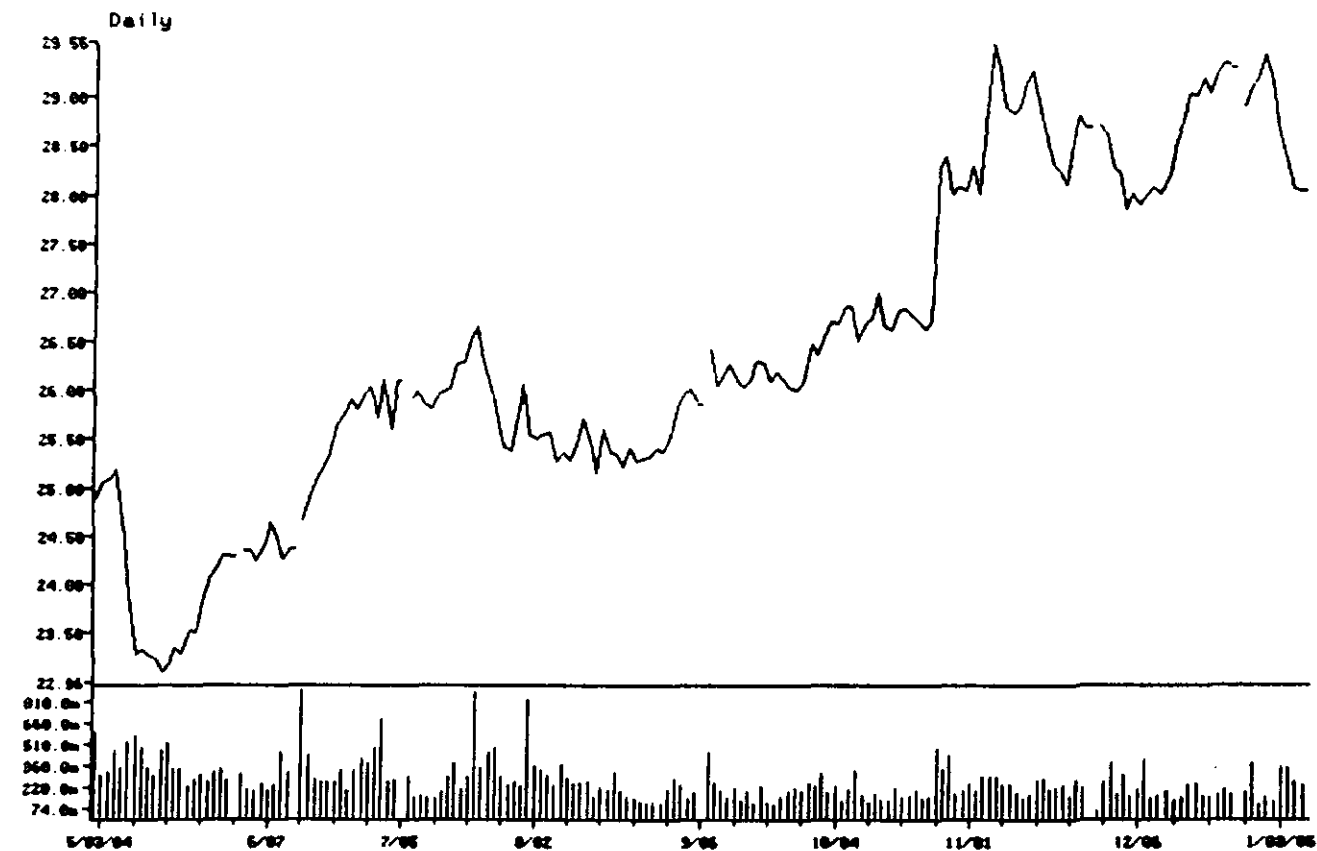
Hawaiian Electric Industries, Inc. is a holding company engaged in the electric utility and banking businesses in the state of Hawaii. Hawaiian Electric Company, Inc. provides electric services on five islands, whose populations comprise 95% of the state's residents. American Savings Bank, FSB, is the state's third largest financial institution with \$6.7 billion in assets.

**Raising 4Q'04 EPS Estimate Due to Year-End Tax Dispute Settlement.**

- At year-end 2004, American Savings Bank (ASB), a subsidiary of Hawaiian Electric Industries, settled its dispute with the State of Hawaii Department of Taxation (DOT). The dispute involved tax deductions the bank had been taking since 1998 for dividends received from a real estate investment trust subsidiary.
- As a result of the settlement agreement, ASB will recognize approximately \$3 million, or \$0.04 per share, in additional net income in 4Q'04. This amount represents a partial reversal of amounts previously charged to net income. Accordingly, we are raising our 4Q'04 and 2004 EPS estimates by the \$0.04 per share reversal to \$0.48 and \$1.53, respectively, as shown above and in our earnings model on page 4.
- Hawaiian Electric Industries indicated that a potential year-end 2004 charge to accumulated other comprehensive income (AOCI) of \$1-\$98 million would not be required since assets of the company's qualified pension plans are now estimated to exceed their accumulated benefit obligations. The firm said it made a 4Q'04 cash contribution of \$12 million to its retirement benefit plans to help avoid the AOCI charge. This contribution did not have an EPS impact.
- Temperatures in 4Q'04, as measured by cooling degree days, were 6% warmer than normal, but 3% cooler than in 4Q'03. We are not making any adjustments in our earnings model for this modest variance in temperatures.
- We are maintaining our target price of \$26 or 15x our 2005 EPS estimate, which approximates the average year-forward multiple of the other electric utilities in our coverage universe. With the current share price above our near-term target price, we are maintaining our **UNDERPERFORM** rating.

D.A. Davidson & Co.

Price Chart



D.A. Davidson & Co.

## Hawaiian Electric Industries, Inc.

### Balance Sheet

\$\$\$ in thousands - Fiscal year ends 12/31

	2000	2001	2002	2003	3Q04
Cash and Equivalents (and Fed Funds Sold)	\$ 212,783	\$ 450,627	\$ 244,626	\$ 279,988	\$ 247,572
Accts. Receivable and Unbilled Revenue, net	188,066	184,124	176,327	187,716	203,518
Available-for-Sale Securities	164,648	1,613,710	1,960,288	1,787,177	1,998,549
Securities Pledged for Repo. Agreements	667,371	756,749	784,362	941,671	916,592
Held-to-Maturity Investment Securities	1,448,486	84,211	89,646	94,824	97,365
Loans Receivable, net	3,211,326	2,857,622	2,993,989	3,121,979	3,126,277
Property, Plant and Equipment	2,064,474	2,067,603	2,241,943	2,311,888	2,372,884
Regulatory Assets	116,623	111,376	0	0	0
Other	363,447	309,867	348,002	382,228	405,954
Goodwill and Intangibles	101,481	101,954	97,672	93,887	92,185
<b>Total Assets</b>	<b>8,618,694</b>	<b>8,617,943</b>	<b>8,933,553</b>	<b>9,201,168</b>	<b>9,460,894</b>
Accounts Payable	\$ 126,719	\$ 119,850	\$ 134,418	\$ 132,780	\$ 173,573
Deposit Liabilities	3,664,646	3,679,686	3,800,772	4,026,280	4,182,409
Short-Term Borrowings	104,398	0	0	0	8,392
Repurchase Agreements	696,604	623,180	667,247	831,336	790,899
FHLB Advances	1,249,262	1,032,782	1,178,262	1,017,063	1,020,053
Long-Term Debt	1,068,731	1,148,789	1,106,270	1,064,420	1,167,108
Deferred Income Tax	187,420	186,436	236,431	226,690	233,962
Contributions in Aid of Construction	211,618	213,667	218,094	233,969	231,118
Other	297,041	293,742	267,316	273,442	324,332
Regulatory liabilities			67,060	71,882	82,595
Pref. Sec. of Trust Sub. and Sub. Debentures	200,000	200,000	200,000	200,000	0
Pref. Stock of Subsidiaries	34,406	34,406	34,406	34,406	34,406
<b>Stockholders' Equity</b>	<b>839,069</b>	<b>929,666</b>	<b>1,046,300</b>	<b>1,089,031</b>	<b>1,212,247</b>
<b>Total Liabilities and Equity</b>	<b>8,618,694</b>	<b>8,617,943</b>	<b>8,933,553</b>	<b>9,201,168</b>	<b>9,460,894</b>
<b>Capital Structure (Excluding ASB's deposits, repos, and advances)</b>					
Long-Term and Short-term Debt	\$1,193,129	\$1,146,769	\$1,106,270	\$1,064,420	\$1,175,500
Trust Preferreds	200,000	200,000	200,000	200,000	0
Preferred Stock of Subs	34,406	34,406	34,406	34,406	34,406
Common Stock Equity	839,069	929,666	1,046,300	1,089,031	1,212,247
	\$2,266,594	\$2,309,840	\$2,386,976	\$2,387,867	\$2,422,153
<b>% Weighting of Capital Structure</b>					
Long-Term and Short-Term Debt	53.6%	49.6%	46.3%	44.6%	48.5%
Trust Preferreds	8.8%	8.7%	8.4%	8.4%	0.0%
Preferred Stock of Subs	1.6%	1.6%	1.4%	1.4%	1.4%
Common Stock Equity	37.0%	40.2%	43.8%	45.6%	50.0%
	100.0%	100.0%	100.0%	100.0%	100.0%
Common Shares Outstanding (000's)	66,882	71,200	73,618	76,838	80,564

D.A. Davidson & Co.

**Hawaiian Electric Industries, Inc.**  
**Consolidated Statements of Income**  
\$ in thousands - Fiscal year ends 12/31

	2003	2004	2004	2004E	2004E	2005E	2005E	2006E	2006E
<b>Revenues:</b>									
Electric Utility	\$ 353,004	\$ 370,805	\$ 410,077	\$ 402,150	\$ 429,481	\$ 350,122	\$ 394,200	\$ 390,481	\$ 4,823,000
Bank	86,745	86,862	86,236	82,039	81,079	83,732	85,567	86,110	265,000
Other	15,582	1,228	1,211	1,200	1,000	1,200	1,200	1,200	5,000
<b>Total Revenues</b>	<b>455,331</b>	<b>458,895</b>	<b>497,524</b>	<b>485,389</b>	<b>511,560</b>	<b>435,054</b>	<b>480,967</b>	<b>477,791</b>	<b>5,093,000</b>
<b>Expenses:</b>									
Electric Utility	307,825	320,473	357,364	353,204	337,732	317,172	334,019	340,412	1,333,336
Bank	86,883	86,871	83,765	87,368	81,274	86,026	86,479	70,540	288,079
Other	5,812	1,550	1,944	1,800	1,574	1,632	1,550	1,550	12,000
<b>Total Expenses</b>	<b>399,520</b>	<b>408,894</b>	<b>443,073</b>	<b>442,372</b>	<b>420,580</b>	<b>404,830</b>	<b>421,048</b>	<b>412,502</b>	<b>1,633,415</b>
<b>Operating Income:</b>									
Electric Utility	45,509	45,914	52,713	49,185	73,829	41,882	46,183	48,070	1,559,664
Bank	22,862	23,911	26,531	24,671	29,805	25,706	28,080	28,863	186,921
Other	9,704	13,511	2,442	1,809	1,751	1,620	1,620	1,620	17,263
<b>Total Operating Income</b>	<b>78,075</b>	<b>83,336</b>	<b>81,686</b>	<b>75,665</b>	<b>105,385</b>	<b>69,208</b>	<b>75,883</b>	<b>78,553</b>	<b>1,763,848</b>
<b>Interest Expense - other than bank</b>	(10,116)	(10,202)	(10,276)	(10,276)	(10,276)	(10,276)	(10,276)	(10,276)	(10,276)
<b>Preferred Stock Dividends of Subsidiaries</b>	(502)	(502)	(502)	(502)	(502)	(502)	(502)	(502)	(502)
<b>Pro-Security Dividends of Trust Sub</b>	(4,000)	(4,000)	(4,000)	(4,000)	(4,000)	(4,000)	(4,000)	(4,000)	(4,000)
<b>APLUC - Debt</b>	520	1,914	644	723	650	650	650	650	5,000
<b>APLUC - Equity</b>	1,152	1,550	1,550	1,550	1,550	1,550	1,550	1,550	7,000
<b>Pre-Tax Income</b>	<b>55,089</b>	<b>61,116</b>	<b>69,514</b>	<b>62,713</b>	<b>82,708</b>	<b>56,682</b>	<b>63,457</b>	<b>66,475</b>	<b>2,309,071</b>
<b>Income Taxes</b>	<b>18,555</b>	<b>17,076</b>	<b>20,555</b>	<b>17,601</b>	<b>20,473</b>	<b>18,119</b>	<b>20,205</b>	<b>21,502</b>	<b>23,502</b>
<b>Income From Continuing Operations</b>	<b>36,534</b>	<b>44,040</b>	<b>48,959</b>	<b>45,112</b>	<b>62,235</b>	<b>38,563</b>	<b>43,252</b>	<b>44,973</b>	<b>2,075,569</b>
<b>Discontinued Operations - Net of Tax</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Net Income</b>	<b>36,534</b>	<b>44,040</b>	<b>48,959</b>	<b>45,112</b>	<b>62,235</b>	<b>38,563</b>	<b>43,252</b>	<b>44,973</b>	<b>2,075,569</b>
<b>Applicable Shares</b>	<b>78,872</b>	<b>77,196</b>	<b>80,307</b>	<b>80,820</b>	<b>80,820</b>	<b>80,820</b>	<b>80,820</b>	<b>80,820</b>	<b>80,820</b>
<b>Earnings Per Share:</b>									
Continuing Operations (Basic)	\$0.46	\$0.57	\$0.61	\$0.56	\$0.77	\$0.48	\$0.53	\$0.56	\$25.82
Discontinued Operations	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>GAAP EPS</b>	<b>\$0.46</b>	<b>\$0.57</b>	<b>\$0.61</b>	<b>\$0.56</b>	<b>\$0.77</b>	<b>\$0.48</b>	<b>\$0.53</b>	<b>\$0.56</b>	<b>\$25.82</b>
<b>Dividends Per Share</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$0.31</b>	<b>\$1.34</b>
<b>Dividend Payout Ratio of GAAP EPS</b>	<b>67.4%</b>	<b>54.2%</b>	<b>50.8%</b>	<b>54.7%</b>	<b>39.8%</b>	<b>63.5%</b>	<b>63.5%</b>	<b>63.5%</b>	<b>79.8%</b>
<b>Test Ratio</b>	<b>33.0%</b>	<b>38.2%</b>	<b>37.4%</b>	<b>38.0%</b>	<b>37.0%</b>	<b>37.0%</b>	<b>37.0%</b>	<b>37.0%</b>	<b>37.0%</b>
<b>EPS by Segment (cont. operations)</b>									
Electric Utility	\$0.28	\$0.36	\$0.37	\$0.32	\$0.34	\$0.24	\$0.27	\$0.28	\$1.12
Bank	\$0.18	\$0.21	\$0.24	\$0.21	\$0.43	\$0.19	\$0.19	\$0.28	\$0.76
Other (operating income)	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
Unaffiliated Parent Company	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total</b>	<b>\$0.46</b>	<b>\$0.57</b>	<b>\$0.61</b>	<b>\$0.56</b>	<b>\$0.77</b>	<b>\$0.48</b>	<b>\$0.53</b>	<b>\$0.56</b>	<b>\$25.82</b>



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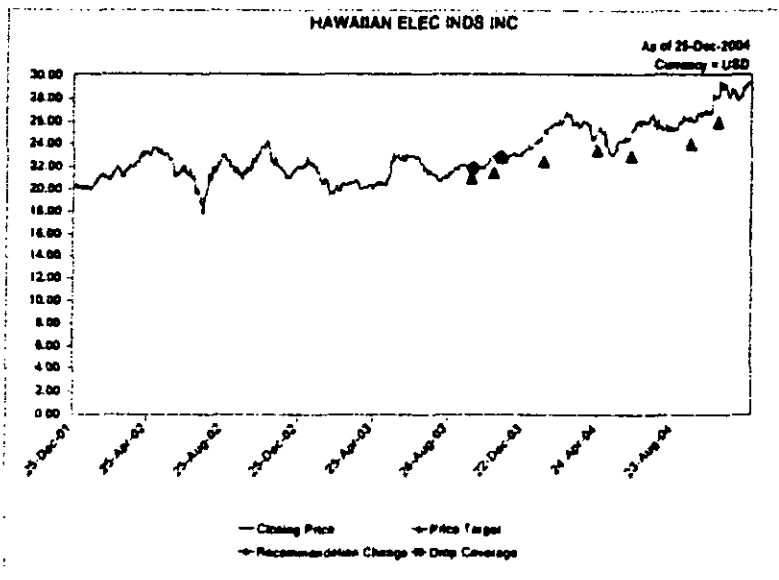
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D.A. Davidson & Co. Ratings	Buy	Neutral	Underperform
Risk adjusted return potential	Over 15% total return expected on a risk adjusted basis over next 12-18 months	>0-15% return potential on a risk adjusted basis over next 12-18 months	Likely to remain flat or lose value on a risk adjusted basis over next 12-18 months

Distribution of Ratings (as of 9/30/04)	Buy	Hold	Sell
Corresponding Institutional Research Rating	Buy	Neutral	Underperform
Distribution of Institutional Research Ratings	47%	48%	5%
Corresponding Retail Research Rating	Buy, Core/Buy	Hold, Core/Hold	Avoid
Distribution of Retail Research Ratings	84%	16%	0%
Distribution of combined ratings	54%	42%	4%
Distribution of companies from whom D.A. Davidson & Co. has received compensation for investment banking services in last 12 mos	8%	8%	0%



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**D.A. Davidson & Co. Institutional Research Rating Scale (beginning 7/9/02)**  
Buy, Neutral, Underperform

**D.A. Davidson & Co. Institutional Research Rating Scale (6/18/01 – 7/9/02)**  
Strong Buy, Buy, Neutral, Underperform

**HAWAIIAN ELEC INDS INC**

Currency = USD

Date	Closing Price	Recommendation Change	Date	Closing Price	Price Target
14-Nov-2003	22.83	UNDERPERFORM	01-Nov-2004	28.29	28.00
01-Oct-2003	21.90	NEUTRAL	20-Sep-2004	28.08	24.00
			14-Jun-2004	24.85	23.00
			22-Apr-2004	25.10	23.50
			21-Jan-2004	24.70	22.50
			03-Nov-2003	23.08	21.50
			30-Sep-2003	21.77	21.00

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Target prices are our Institutional Research Department's evaluation of price potential over the next 12-18 months and 5 years, based upon our assessment of future earnings and cash flow, comparable company valuations, growth prospects and other financial criteria. Certain risks may impede achievement of these price targets including, but not limited to, broader market and macroeconomic fluctuations and unforeseen changes in the subject company's fundamentals or business trends.

### **Other Disclosures**

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RESEARCH NOTE  
May 3, 2006

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**Hawaiian Electric Industries (HE \$26.69)**  
**First Quarter Results In Line with Expectations**

EARNINGS PER SHARE (December)					2005A	2006E	2007E
OLD	NEW	P/E RATIOS					
2005A	\$1.57	17.0x	F1Q	\$0.30A	\$0.40A	\$0.42	
2006E	\$1.74	15.3x	F2Q	\$0.35A	\$0.42	\$0.44	
2007E	\$1.83	14.6x	F3Q	\$0.46A	\$0.46	\$0.49	
			F4Q	\$0.46A	\$0.46	\$0.48	

Yield: 4.6%  
Dividend: \$1.24

Market Cap: \$2.1 Billion  
Rating: NEUTRAL

3-Yr Growth Rate: 5%  
Average Daily Volume: 292,279

**Research Analyst Certifications and Important Disclosures Are Located on Pages 2 - 3.**

**INVESTMENT CONCLUSION:** Hawaiian Electric's first quarter earnings may seem strong compared to the weak first quarter of 2005 results, but are in line with our expectations and the company's results in the more normal operating environment during the first quarter of 2004. While little detail was given in the earnings release, we expect management to provide more information regarding the company's operating environment, growth opportunities, and regulatory interactions at its May 10<sup>th</sup> Analyst Meeting in New York City. As we await a more consistent regulatory environment for the utility and a more favorable interest rate environment at the bank, we maintain our NEUTRAL rating. Hawaiian Electric offers a generous yield for those investors willing to wait for an improved operating climate.

**KEY POINTS:**

- Hawaiian Electric reported first quarter of \$0.40 per share, in line with our estimate and consensus. While this is a \$0.10 improvement over last year, the company witnessed unusually high expenses at the utility in the first quarter of 2005. First quarter earnings at the utility were flat with results reported in the first quarter of 2004.
- We have no additional news regarding the company's pending Oahu case, demand-side management program, or the company's intentions to file for additional rates at HELCO (Hawaii Electric Light Company), which is expected shortly.
- We expect management to give greater details regarding the utility's regulatory efforts and the company's outlook at the upcoming Analyst Meeting on May 10<sup>th</sup>. We are leaving our estimates and rating unchanged until then.

**VALUATION SUMMARY:** Regulatory risk is largely unchanged at Hawaiian Electric, as a final rate Order at Oahu has still not been announced. Additional regulatory risk exists as the company plans to file for additional rates at HELCO. We believe a cautious stance is appropriate when valuing Hawaiian Electric and have assigned a 15 forward multiple to a blend of our forward estimates. We believe a fair value range of \$26 to \$27 is appropriate and would note that the total return essentially equates to the generous 4.6% dividend yield.

**ADDITIONAL FIRST QUARTER THOUGHTS:**

At the utility, revenue growth (excluding the impact of higher fuel costs), stemmed from a 1.8% increase in kilowatt hours sold, and the addition of interim rates at Oahu. Operating and maintenance expenses were relatively flat, but are expected to increase throughout the year due to load growth and additional retirement benefits. On a year-over-year basis, cooling degree days were down slightly (0.9%), having little impact on the segment's earnings.

American Savings Bank earnings decreased 5.3% to \$16.8 million, from \$17.8 million for the first quarter of 2005, because March 2005 quarter results included a \$3.1 million (pre-tax) benefit from the reversal of loan loss reserves. The company did not provide a provision for loan losses for the first quarter of 2006 because of continued strong asset quality. On a sequential quarter basis, the net interest margin declined 12 basis points to 3.29%, due to the difficult interest rate environment.

**INVESTMENT RISKS:** *Risks include the possibility of higher interest rates; increasing competition in the electric utility and banking industries; changes in regulatory environment; the effects of international, national, and local economies including the state of the Hawaii tourist industry and the military presence in Hawaii; and faster than expected loan prepayments*

**COMPANY DESCRIPTION:** *Hawaiian Electric Industries supplies electric service to the majority of Hawaii's population. The company also operates American Savings Bank, a growing thrift located solely in Hawaii with approximately 16% market share.*

**EARNINGS MODELS AVAILABLE ON REQUEST**

**RESEARCH ANALYST CERTIFICATIONS AND IMPORTANT DISCLOSURES:**

I, David M. Schanzer, the Primarily Responsible Analyst for this research report, hereby certify that all of the views expressed in this research report accurately reflect my personal views about any and all of the subject securities or issuers. No part of my compensation was, is, or will be, directly or indirectly, related to the specific recommendations or views I expressed in this research report.

Janney Montgomery Scott LLC ("JMS") may seek compensation for investment banking services from Hawaiian Electric (HE) in the next 3 months.

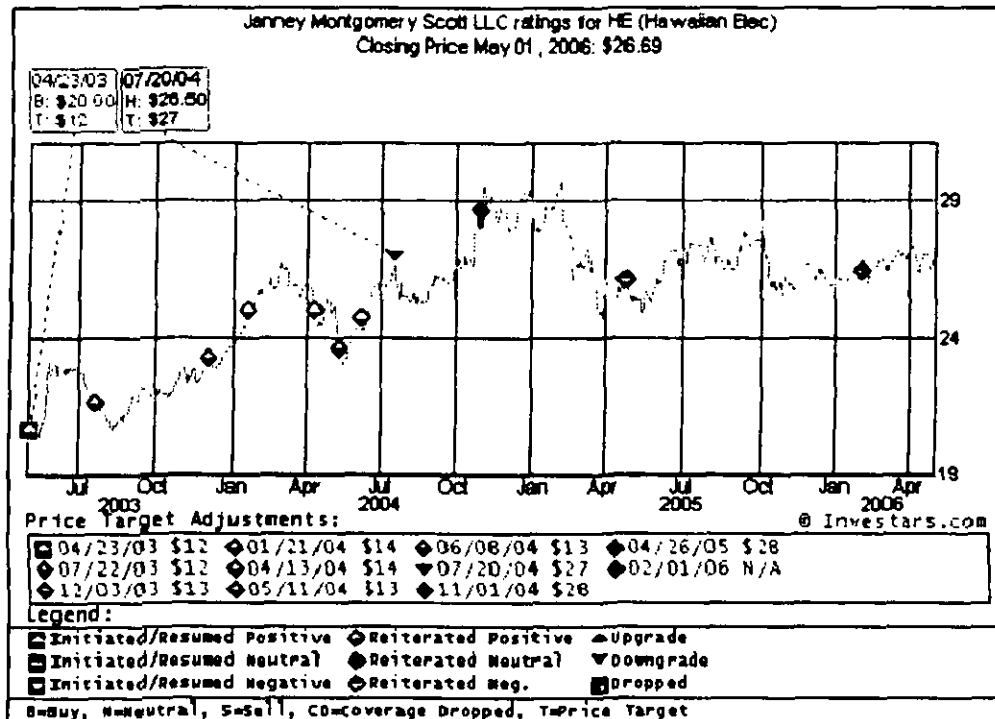
The research analyst is compensated based on, in part, Janney Montgomery Scott LLC's profitability which includes its investment banking revenues.

Investment opinions are based on each stock's 6-12 month return potential. Our ratings are not based on formal price targets, however our analysts will discuss fair value and/or target price ranges in research reports. Decisions to buy or sell a stock should be based on the investor's investment objectives and risk tolerance and should not rely solely on the rating. Investors should read carefully the entire research report which provides a more complete discussion of the analyst's views.

**BUY** Janney expects that the subject company will appreciate in value. Additionally, we expect that the subject company will outperform comparable companies within its sector.

**NEUTRAL** Janney believes that the subject company is fairly valued and will perform in line with comparable companies within its sector. Investors may add to current positions on short-term weakness and sell on strength as the valuations or fundamentals become more or less attractive.

**SELL** Janney expects that the subject company will likely decline in value and will underperform comparable companies within its sector.



**Janney Montgomery Scott Ratings Distribution\***

BUY	NEUTRAL	SELL
42%	55%	4%

\*As a percent of total coverage. See ratings definition above. Total does not equal 100% due to rounding.

**Janney Montgomery Scott Ratings of Investment Banking Relationships\***

BUY	NEUTRAL	SELL
8%	4%	13%

\*Percentages of each rating category where JMS has performed Investment Banking services over the past 12 months.

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RESEARCH NOTE  
February 1, 2006

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**Hawaiian Electric Industries (HE \$26.23)  
Waiting For A year To "Put It All Together"**

EARNINGS PER SHARE (December)					2005A	2006E	2007E
OLD	NEW	P/E RATIOS					
2005A	\$1.57	19.3x	F1Q	\$0.30A	\$0.40	\$0.42	
2006E	\$1.74	16.7x	F2Q	\$0.35A	\$0.42	\$0.44	
2007E	\$1.83	15.1x	F3Q	\$0.46A	\$0.46	\$0.49	
			F4Q	\$0.46A	\$0.46	\$0.48	

Yield: 4.7%  
Dividend: \$1.24

Market Cap: \$2.1 Billion  
Rating: NEUTRAL

3-Yr Growth Rate: 5%  
Average Daily Volume: 292,279

**Research Analyst Certifications and Important Disclosures Are Located on Pages 2 - 3.**

**INVESTMENT CONCLUSION:** Year-over-year results at Hawaiian Electric were modestly below 2004 earnings (when the state franchise tax charge in 2004 is excluded). This is commendable, however, given the difficult operating environment the company faced. At the utility, unfavorable weather dampened kilowatt hour sales growth, and the company faced higher retirement benefits and additional operating and maintenance expenses related to running strained generating units. Although interim rates in the Oahu rate case did provide some earnings relief in the fourth quarter, we do not know when a final decision will be announced. At American Savings Bank, deposits increased, albeit at a decreasing rate, in a flat yield curve environment. The strong economy in Hawaii should benefit both businesses in 2006, and regulatory activity will be center stage, as the company files for additional rates at its HELCO subsidiary. NEUTRAL-rated Hawaiian Electric offers a generous yield and improving prospects despite some recent operating challenges at the utility.

**KEY POINTS:**

- Interim rates from Oahu contributed roughly \$10 million to fourth quarter earnings, and should contribute an additional \$31 million throughout 2005. Although the company seems to have received a compensatory allowed Return on Equity of 10.7%, there has been no indication of when the Commission will announce the finalization of that decision.
- High operating and maintenance expenses at the utility and a flat yield curve at the bank will create a challenging operating environment in 2006, however, both of the company's businesses are benefiting from continued economic strength on the Islands.
- HELCO (Hawaiian Electric Light Company) filed a letter of intent with the Commission that it intends to file for new rates in the spring of 2006. While no specific parameters have been announced, the company's preliminary estimates indicate a 10% increase.
- We are initiating a first stab at our 2007 estimate for earnings per share at \$1.83 per share.

**VALUATION SUMMARY:** Hawaiian Electric shareholders would love to see the effects and results if both the banking operations and utility could put together a full year's performance without endemic problems. Perceived risk would diminish if Hawaiian regulators would craft a final Oahu rate Order. For

now, we remain cautious and assign our ongoing multiple assumption of 16 times a blend of forward estimates, which produces a fair value range of \$28 to \$29 or an expected total return of 8.5%.

**ADDITIONAL TAKEAWAYS FROM THE EARNINGS CONFERENCE CALL:**

- It is difficult to gauge the impact weather had on the utility's 2005 earnings. Kilowatt hour sales were flat year-over-year, as mild weather offset customer growth. Management stated that kilowatt-hours sales are expected to grow at the pace of the economy going forward. We anticipate sales growth slightly higher in 2006 due to the weather offset in 2005.
- Operating and maintenance expenses increased 8.8% in 2005, as a result of higher O&M expenses, additional depreciation expenses, and increased retirement benefit expenses. In order to keep up with high demand, the company has been running the generating plants longer, resulting in more frequent maintenance repairs.
- The company's peak reserve margin continues to narrow and has put a strain on the company's generating fleet. Hawaiian hopes to alleviate some of the generation limit with demand-side management, until additional generation options, such as wind farms, can be implemented.
- Over the next five years, Hawaiian Electric expects to spend \$788 million on utility infrastructure, with 42% earmarked for generation projects.
- At American's Savings Bank, investors were likely surprised to see the net interest margin improve three basis points on a sequential quarter basis to 3.29%. We attribute this to an improving loan mix, as commercial business and commercial real estate loans are becoming a greater percentage of the portfolio.

**COMPANY DESCRIPTION:** *Hawaiian Electric Industries supplies electric service to the majority of Hawaii's population. The company also operates American Savings Bank, a growing thrift located solely in Hawaii with approximately 16% market share.*

**INVESTMENT RISKS:** *Risks include the possibility of higher interest rates; increasing competition in the electric utility and banking industries; changes in regulatory environment; the effects of international, national, and local economies including the state of the Hawaii tourist industry and the military presence in Hawaii; and faster than expected loan prepayments*

**EARNINGS MODELS AVAILABLE ON REQUEST**

**RESEARCH ANALYST CERTIFICATIONS AND IMPORTANT DISCLOSURES:**

I, David M. Schanzer, the Primarily Responsible Analyst for this research report, hereby certify that all of the views expressed in this research report accurately reflect my personal views about any and all of the subject securities or issuers. No part of my compensation was, is, or will be, directly or indirectly, related to the specific recommendations or views I expressed in this research report.

Janney Montgomery Scott LLC ("JMS") may seek compensation for investment banking services from Hawaiian Electric (HE) in the next 3 months.

The research analyst primarily responsible for preparing this research report received compensation that is based upon (among other factors) JMS's investment banking revenues.

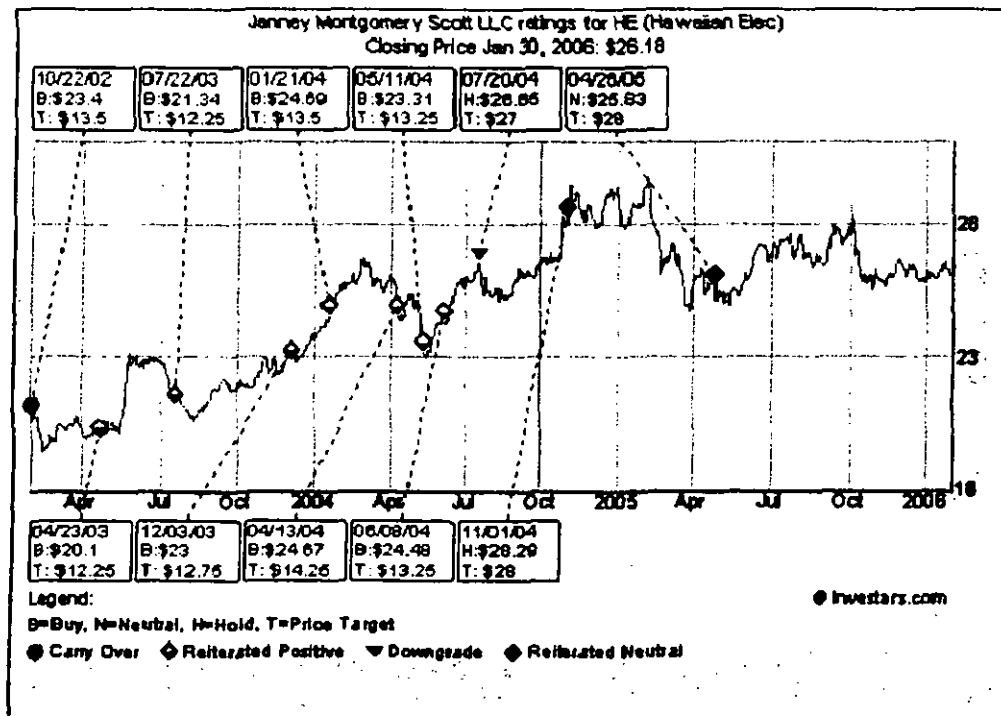
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**BUY** Janney expects that the subject company will appreciate in value. Additionally, we expect that the

subject company will outperform comparable companies within its sector.

**NEUTRAL** Janney believes that the subject company is fairly valued and will perform in line with comparable companies within its sector. Investors may add to current positions on short-term weakness and sell on strength as the valuations or fundamentals become more or less attractive.

**SELL** Janney expects that the subject company will likely decline in value and will underperform comparable companies within its sector.



**Janney Montgomery Scott Ratings Distribution\***

BUY	NEUTRAL	SELL
44%	53%	4%

\*As a percent of total coverage. See ratings definition above. Total does not equal 100% due to rounding.

**Janney Montgomery Scott Ratings of Investment Banking Relationships\***

BUY	NEUTRAL	SELL
13%	7%	13%

\*Percentages of each rating category where JMS has performed Investment Banking services over the past 12 months.

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DAVIDSON  
COMPANIES

**D.A. Davidson & Co.**

member SIPC

Institutional Equity Research

January 27, 2006

**HAWAIIAN ELECTRIC INDUSTRIES, INC.**  
**HE - NYSE**

Rating:

**NEUTRAL**

Price: (1/26/06) \$26.35

Price Targets:

12-18 month: \$27

5-year: \$31

Industry:

Utilities

**James L. Bellessa, Jr., CFA**

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**Bryan H. Nicholls**

Research Associate

406.791.7240

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**Fourth Quarter 2005 Earnings Preview.**

- Hawaiian Electric Industries, Inc. is scheduled to report 4Q'05 earnings on Monday, January 30<sup>th</sup>, after the market closes. A once per year conference call with management will be held on Tuesday, January 31<sup>st</sup> at 12:00 PM EDT/ 9:00 AM PDT.
- We are forecasting EPS of \$0.46 for the fourth quarter vs. \$0.31 per share reported in the same quarter a year ago. The consensus estimate is \$0.45 per share. Our 4Q'05 forecast includes an \$0.11 per share benefit for the sale of an interest in a Georgia generating plant.
- We are forecasting that the electric utility business will provide 4Q'05 EPS of \$0.23 vs. \$0.16 for the year ago quarter, or approximately 50% of the recent quarter's total estimated earnings. We believe the bank unit's quarterly EPS contribution, estimated at \$0.20, was flat to down from \$0.21 a year earlier due to a flat yield curve. The unknown variable is the level of loan loss reserves or reversals that could swing earnings one way or the other.
- Quarterly utility results were likely held back by the weather. Cooling degree days for the 4Q'05 in the utility's service territory were approximately 8% below normal and 13% below last year's totals, suggesting a lower air conditioning load. Additionally, we believe that the utility will have struggled with costs for unplanned repairs on the company's aging generating facilities, but not to the extent of the year-earlier costs. Results were torpedoed a year ago by sharply higher costs for repairs and maintenance, including an unscheduled major overhaul of a 50-megawatt peaking unit on Oahu, as well as for a slew of individual items.
- Additionally, we are forecasting EPS of \$1.56 for the 2005 calendar year vs. \$1.38 for calendar year 2004. The consensus estimate is \$1.53. In addition to the \$0.11 aforementioned 4Q'05 benefit, our 2005 EPS forecast includes a benefit of \$0.04 for an unrealized gain on the company's investment in Hoku Scientific, Inc. (HOKU - \$9.04), with a \$0.05 mark-up in 3Q'05 and a \$0.01 mark-down in 4Q'05.
- We currently rate the shares of HE as **NEUTRAL**, with a target price of \$27, or 16.0x our 2006 EPS forecast of \$1.69. We continue to view the annual dividend of \$1.24 per share, representing a 4.7% current yield, as relatively safe, and the major reason for investors to retain the shares.

**RESEARCH NOTE**

**D.A. Davidson & Co.**

Two Centerpointe Drive, Suite 400 • Lake Oswego, Oregon 97035 • (503) 603-3000 • (800) 755-7848 • [www.dadavidson.com](http://www.dadavidson.com)

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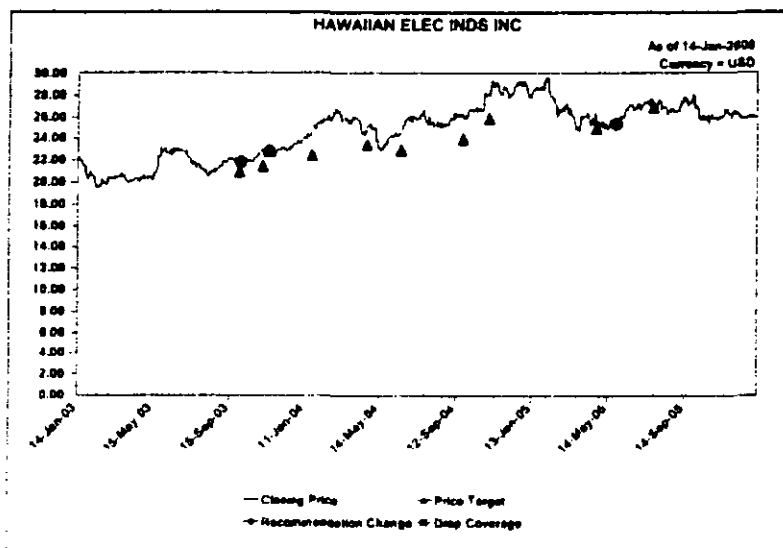
D.A. Davidson & Co. expects to receive, or intends to seek, compensation for investment banking services from this company in the next three months.

D.A. Davidson & Co. is a full service investment firm that provides both brokerage and investment banking services. James L. Bellessa, Jr., CFA and Bryan H. Nicholls, the research analysts principally responsible for the preparation of this report, will receive compensation that is based upon (among other factors) D.A. Davidson & Co.'s investment banking revenue. However, D.A. Davidson & Co.'s analysts are not directly compensated for involvement in specific investment banking transactions.

We, James L. Bellessa, Jr., CFA and Bryan H. Nicholls, attest that (i) all the views expressed in this research report accurately reflect our personal views about the common stock of the subject company, and (ii) no part of our compensation was, is, or will be, directly or indirectly, related to the specific recommendations or views expressed in this report.

**Ratings Information**

D.A. Davidson & Co. Ratings	Buy	Neutral	Underperform
Risk adjusted return potential	Over 15% total return expected on a risk adjusted basis over next 12-18 months	>0-15% return potential on a risk adjusted basis over next 12-18 months	Likely to remain flat or lose value on a risk adjusted basis over next 12-18 months
<b>Distribution of Ratings (as of 12/31/05)</b>	<b>Buy</b>	<b>Hold</b>	<b>Sell</b>
Corresponding Institutional Research Ratings and Distribution	Buy 40%	Neutral 50%	Underperform 10%
Corresponding Private Client Research Ratings and Distribution	Outperform 88%	Market Perform 12%	Underperform 0%
Distribution of Combined Ratings	48%	44%	8%
<b>Distribution of companies from whom D.A. Davidson &amp; Co. has received compensation for investment banking services in last 12 mos.</b>			
Institutional Coverage	8%	5%	6%
Private Client Coverage	0%	0%	0%
Distribution of Combined Investment Banking	6%	4%	6%



**D.A. Davidson & Co. Institutional Research Rating Scale (maintained since 7/9/02)**  
Buy, Neutral, Underperform

**HAWAIIAN ELEC INDS INC**

Currency = USD

Date	Closing Price	Recommendation Change	Date	Closing Price	Price Target
25-May-2005	25.38	NEUTRAL	26-Jul-2005	26.92	27.00
14-Nov-2003	22.93	UNDERPERFORM	26-Apr-2005	25.83	25.00
01-Oct-2003	21.90	NEUTRAL	01-Nov-2004	26.29	26.00
			20-Sep-2004	26.08	24.00
			14-Jun-2004	24.65	23.00
			22-Apr-2004	25.10	23.50
			21-Jan-2004	24.70	22.50
			03-Nov-2003	23.08	21.50
			30-Sep-2003	21.77	21.00

**D.A. Davidson & Co.**

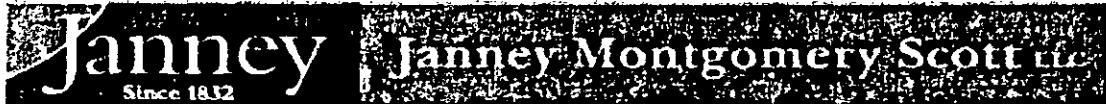
**Two Centerpointe Drive, Suite 400 • Lake Oswego, Oregon 97035 • (503) 603-3000 • (800) 755-7848 • [www.dadavidson.com](http://www.dadavidson.com)**

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Target prices are our Institutional Research Department's evaluation of price potential over the next 12-18 months and 5 years, based upon our assessment of future earnings and cash flow, comparable company valuations, growth prospects and other financial criteria. Certain risks may impede achievement of these price targets including, but not limited to, broader market and macroeconomic fluctuations and unforeseen changes in the subject company's fundamentals or business trends.

### **Other Disclosures**

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RESEARCH NOTE  
November 16, 2005

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**Hawaiian Electric Industries (HE \$26.14)  
Taking One More "Caution Flag"**

EARNINGS PER SHARE (December)				2004A	2005E	2006E
OLD	NEW	P/E RATIOS				
			F1Q	\$0.40	\$0.30A	\$0.40
2004A	\$1.36*	19.2x	F2Q	\$0.44	\$0.35A	\$0.42
2005E	\$1.57	16.6x	F3Q	\$0.51	\$0.46A	\$0.46
2006E	\$1.74	15.0x	F4Q	\$0.31	\$0.46	\$0.46

\* removing the impact of the state franchise tax charge, HE would have earned \$1.66 per share in 2004

Yield: 4.7%  
Dividend: \$1.24

Market Cap: \$2.1 Billion  
Rating: NEUTRAL

3-Yr Growth Rate: 5%  
Average Daily Volume: 292,279

**Research Analyst Certifications and Important Disclosures Are Located on Pages 2-3.**

**INVESTMENT CONCLUSION:** Before the vitally important Oahu rate case "crosses the finish line," it is prudent to be cautious about what seems to be an acceptable outcome. Although there has been a settlement with interim rates in effect, the Hawaiian system has no statutory restriction on how long regulators take to issue a final Order. At the same time it is evident that the parties to the settlement appear to have agreed on key issues and that the outcome could be characterized as fair and balanced, so it is likely that the Commission is in the process of finishing procedural tasks. However, the lack of a final Order represents risk, and we would advise investors to continue to watch for an end to this matter. NEUTRAL-rated Hawaiian Electric offers a generous yield and improving prospects despite some recent operating challenges at the utility. Yesterday's analyst meeting in New York City confirmed our sense of a much more compelling outlook at both the bank and utility.

**KEY POINTS:**

- The interim rate award for the Oahu rate request with its 10.7% return on equity and several other parameters, which we regard as trending toward responsible regulation, should begin to show results in the utility's performance this quarter.
- Although Commercial sales were down in recent quarterly results, this is due to a hotel chain taking its properties down for renovation. Conversely, tourist industry capacity is under significant strain given the return of Asian tourists and other dynamics. A new build-out is evidently needed.
- System capital expenditures are moving toward \$1 billion for the period 2005-2009.

**VALUATION SUMMARY:** We now think that the company's outlook has moved it toward the mainstream of mainland peers and given the presence of the kind of dividend yield in vogue today, the company's price/earnings multiple is capable of moving higher than the 16 times level suggested in our last report on Hawaiian Electric. At between 16 and 17 times our full year 2006 estimate, we are now comfortable with a fair value range of \$28-\$29, which suggests a total return of more than 13.5%. The combination of expected appreciation at about 9% and the 4.7% yield puts Hawaiian Electric's potential above most of our NEUTRAL rated stocks; however, we would prefer to wait for a final rate case decision before considering an upgrade.

**ADDITIONAL THOUGHTS AND INFORMATION FROM ANALYST DAY:**

- Recent newspaper reports of the Hawaiian Electric system being under operating constraints were verified. Last quarter's high operating and maintenance expenses are a consequence of older generating equipment running "flat out" with peak demand up due to increased usage in the system.
- The interim rate case provides a 3.3% increase of \$42 million on Oahu, which compares to the company's adjusted request of \$51 million.
- Conservation by customers has taken on a new importance and appears to be working. The company is seeing lower residential usage per customer.
- Pension benefit costs continue to impact results. A rise in the discount rate to 6% could remove some of the pressure.
- While Federal government and military spending in Hawaii remains a notable positive, there is a potential troop deployment possibly in the spring of 2006, which could dampen the contribution from this important source of spending in the Islands.
- A housing bubble is still a part of the economic landscape, but is likely not sustainable.
- The company expects to add a new 100 Mw peaking plant to its system by 2009, as reserve margins are shrinking below 25%; a level which is needed given the isolation of the Islands.
- Loan growth at the bank is 7.8% year-to-date, while deposit growth has been 6% for the same period.

**RISKS:** Risks include the possibility of higher interest rates; increasing competition in the electric utility and banking industries; changes in regulatory environment; the effects of international, national, and local economies including the state of the Hawaii tourist industry and the military presence in Hawaii; and faster than expected loan prepayments

**COMPANY DESCRIPTION:** *Hawaiian Electric Industries supplies electric service to the majority of Hawaii's population. The company also operates American Savings Bank, a growing thrift located solely in Hawaii with approximately 16% market share.*

**EARNINGS MODELS AVAILABLE ON REQUEST**

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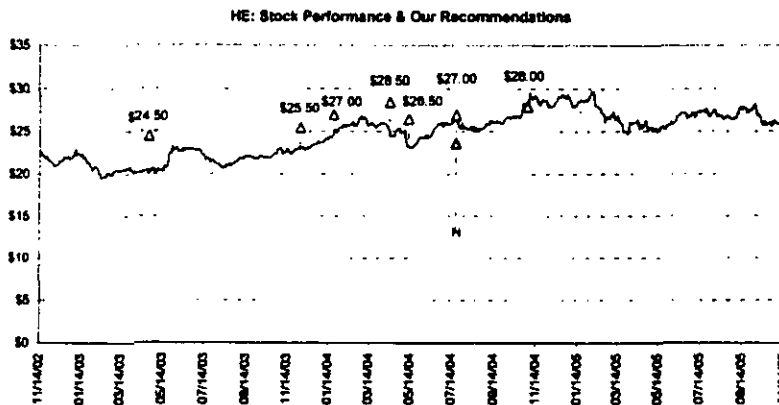
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**BUY** Janney expects that the subject company will appreciate in value. Additionally, we expect that the subject company will outperform comparable companies within its sector.

**NEUTRAL** Janney believes that the subject company is fairly valued and will perform in line with comparable companies within its sector. Investors may add to current positions on short-term weakness and sell on strength as the valuations or fundamentals become more or less attractive.

**SELL** Janney expects that the subject company will likely decline in value and will underperform comparable companies within its sector.



Rating Changes		
Date	Rating	Closing Price
07/20/04	Hold	26.65

Price Target Changes		
Date	Price Target	Closing Price
04/23/03	24.50	20.16
12/03/03	25.50	23.00
01/21/04	27.00	24.88
04/13/04	28.50	24.67
05/11/04	28.50	23.31
07/20/04	27.00	26.65
11/01/04	28.00	28.29

B - Buy A - Accumulate H - Hold S - Sell NR - Not Rated  
TPR - Target Price Removed

Time Period: 11/14/02 - 11/14/05

As of 11/14/02, Rating = Buy (originally issued 06/05/02); Price Target = \$27.00 (originally issued 10/22/02)

**Janney Montgomery Scott Ratings Distribution\***

<b>BUY</b>	<b>NEUTRAL</b>	<b>SELL</b>
46%	49%	5%

\*As a percent of total coverage. See ratings definition above.

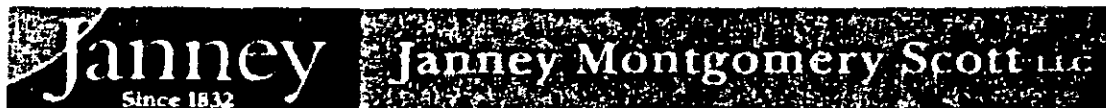
**Janney Montgomery Scott Ratings of Investment Banking Relationships\***

<b>BUY</b>	<b>NEUTRAL</b>	<b>SELL</b>
12%	7%	8%

\*Percentages of each rating category where JMS has performed Investment Banking services over the past 12 months.

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RESEARCH NOTE  
November 10, 2005

David M. Schanzer (215) 665-6261  
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Helke M. Doerr (215) 665-4448  
hdoerr@jmsonline.com

**Hawaiian Electric Industries (HE \$25.96)**  
**Banking On The Bank Until New Rates Kick In**

EARNINGS PER SHARE (December)				2004A	2005E	2006E	
	OLD	NEW	P/E RATIOS				
				F1Q	\$0.40	\$0.30A	\$0.40
2004A	\$1.36*		19.1x	F2Q	\$0.44	\$0.35A	\$0.42
2005E	\$1.57		16.5x	F3Q	\$0.51	\$0.46A	\$0.46
2006E	\$1.74		14.9x	F4Q	\$0.31	\$0.46	\$0.46

\* removing the impact of the state franchise tax charge, HE would have earned \$1.66 per share in 2004

Yield: 4.8%  
Dividend: \$1.24

Market Cap: \$2.1 Billion  
Rating: NEUTRAL

3-Yr Growth Rate: 5%  
Average Daily Volume: 292,279

**Research Analyst Certifications and Important Disclosures Are Located on Pages 2 - 3.**

**INVESTMENT CONCLUSION:** The bulk of third quarter results were again subject to regulatory lag, which will not be an issue going forward once the final Oahu rate Order is granted. With the dividend yield as the current main attraction for investors, Hawaiian Electric is hopeful that its business mix, as well as what seems to be a more balanced political environment in the Islands, provides an additional focus for investors. We continue to wait for a final rate decision before adjusting our estimates, but expect earnings improvement at the utility going forward. Valuation has become less of a concern, as the price/earnings multiple has moved toward peers; however, our NEUTRAL rating for Hawaiian Electric remains in place, ahead of next week's investor presentation in New York City.

**KEY POINTS:**

- Hawaiian Electric earned \$0.46 per share in the third quarter, in line with our estimate. Earnings in the third quarter last year were \$0.51 per share.
- System-wide operating and maintenance expense was 12% higher than last year's result, well above the rate of inflation and needful of recovery as part of the impending rate adjustment.
- Working against the backdrop of a flat yield curve, American Savings Bank was able to manufacture a small improvement in third quarter performance year-over-year.
- We have elected to maintain our current earnings estimates ahead of next Tuesday's New York meeting, when additional information may become available.

**VALUATION SUMMARY:** Over time and with proper rate treatment, Hawaiian Electric industries could see its price/earnings multiple drift up to 16 times forward earnings or slightly higher; however, the current multiple of about 15 times forward earnings seems appropriate until tangible improvements are evident. Given that assumption, a fair value range of \$26-\$27 is our immediate target and that translates to a total return of about 7%. We would note that the common stock dividend appears to be secure and remains the principal reason to retain NEUTRAL-rated Hawaiian Electric. Risk include the possibility of higher interest rates; increasing competition in the electric utility and banking industries; changes in regulatory environment; the effects of international, national, and local economies including the state of the Hawaii tourist industry and the military presence in Hawaii; and faster than expected loan prepayments.

**COMPANY DESCRIPTION:** *Hawaiian Electric Industries supplies electric service to the majority of Hawaii's population. The company also operates American Savings Bank, a growing thrift located solely in Hawaii with approximately 16% market share.*

**EARNINGS MODELS AVAILABLE ON REQUEST**

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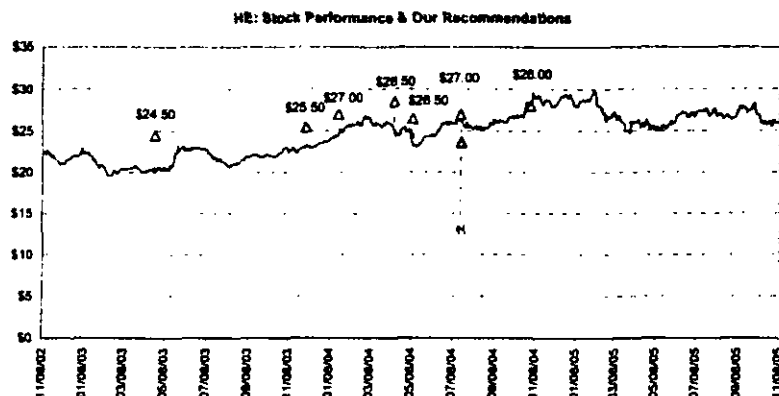
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**BUY** Janney expects that the subject company will appreciate in value. Additionally, we expect that the subject company will outperform comparable companies within its sector.

**NEUTRAL** Janney believes that the subject company is fairly valued and will perform in line with comparable companies

within its sector. Investors may add to current positions on short-term weakness and sell on strength as the valuations or fundamentals become more or less attractive.

**SELL** Janney expects that the subject company will likely decline in value and will underperform comparable companies within its sector.



Rating Changes		
Date	Rating	Closing Price
07/20/04	Hold	28.88

Price Target Changes				
Date	Price	Target	Closing Price	Price
04/23/03	24.88		28.10	
12/03/03	25.88		23.00	
01/21/04	27.00		24.88	
04/13/04	28.88		24.87	
05/11/04	28.88		23.31	
07/20/04	27.00		28.88	
11/01/04	28.00		28.39	

To change data,  
please click the Edit button

B - Buy A - Accumulate H - Hold S - Sell NR - Not Rated  
TPR - Target Price Removed

Time Period: 11/08/02 - 11/08/05  
As of 11/08/02 Rating = Buy (originally issued 08/06/02); Price Target = \$27.00 (originally issued 10/22/02)



Janney Montgomery Scott Ratings Distribution\*

<u>BUY</u>	<u>NEUTRAL</u>	<u>SELL</u>
46%	49%	5%

\*As a percent of total coverage. See ratings definition above.

Janney Montgomery Scott Ratings of Investment Banking Relationships\*

<u>BUY</u>	<u>NEUTRAL</u>	<u>SELL</u>
12%	7%	8%

\*Percentages of each rating category where JMS has performed Investment Banking services over the past 12 months.

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RESEARCH NOTE  
September 30, 2005

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**Hawaiian Electric Industries (HE \$27.88)  
Interim Decision Reached on Oahu Rate Case**

EARNINGS PER SHARE (December)				2004A	2005E	2006E
OLD	NEW	P/E RATIOS				
			F1Q	\$0.40	\$0.30A	\$0.40
2004A	\$1.36*	20.5x	F2Q	\$0.44	\$0.35A	\$0.42
2005E	\$1.57	17.8x	F3Q	\$0.51	\$0.46	\$0.46
2006E	\$1.74	16.0x	F4Q	\$0.31	\$0.46	\$0.46

\* removing the impact of the state franchise tax charge, HE would have earned \$1.66 per share in 2004

Yield: 4.4%  
Dividend: \$1.24

Market Cap: \$2.3 Billion  
Rating: NEUTRAL

3-Yr Growth Rate: 5%  
Average Daily Volume: 292,279

**Research Analyst Certifications and Important Disclosures are located on pgs 2-3.**

**INVESTMENT CONCLUSION:** We view the Hawaiian Public Utility Commission's (PUC) decision to grant an interim rate increase a necessity for Hawaiian Electric, which is in need of rate relief. The interim decision appears fair, giving the company an Allowed Return on Equity of 10.7%. We will wait for a final decision before adjusting our estimates, but expect the earnings improvement to be seen in the fourth quarter, as new interim rates have already gone into effect. We continue to believe that our NEUTRAL rating is appropriate for Hawaiian Electric, given the current valuation.

**KEY POINTS:**

- The Hawaiian PUC granted HECO, the subsidiary on Oahu, an interim rate increase of \$41.1 million (3.3% increase) with an Allowed Return on Equity of 10.7%. While this ROE is below the previous Allowed ROE of 11.4%, the company had only been earning an ROE of 6.92% at this subsidiary.
- Hawaiian Electric originally requested an increase of \$98.6 million and an allowed ROE of 11.5% in November 2004. This amount was lowered to \$63 million once the energy efficiency program was separated from the rate request in May and scaled back to \$54 million as the company negotiated with the Consumer Advocate and Department of Defense earlier this month.
- An additional \$12.2 million tariff related to energy efficiency programs was added into base rates. This amount was previously being collected as a surcharge to customer bills.
- The new rates took effect on September 28, 2005. The company does not have a reserve should the final order be less than the interim decision. This scenario, which we find unlikely, would cause the company to refund customers, with interest, and would have an earnings impact.
- For the time being, we are maintaining our financial and earnings assumptions.

**VALUATION SUMMARY:** Applying a price/earnings multiple of about 16.5 times forward earnings, we expect a fair value of the stock to be between \$28 and \$29 and a total return on average of about 7.5%, which is commensurate with our NEUTRAL rating. We will take another look at both the utility and the bank longer-term capabilities when Hawaiian electric reports its quarter results. *Risks to our assumptions include, the timing and extent of changes to interest rates; increasing competition in the electric utility and banking industries; changes in regulatory environment; the effects of international, national, and local*

economies including the state of the Hawaii tourist industry and the military presence in Hawaii; and faster than expected loan prepayments.

**COMPANY DESCRIPTION:** *Hawaiian Electric Industries supplies electric service to the majority of Hawaii's population. The company also operates American Savings Bank, a growing thrift located solely in Hawaii with approximately 16% market share.*

**EARNINGS MODELS AVAILABLE ON REQUEST**

**RESEARCH ANALYST CERTIFICATIONS AND IMPORTANT DISCLOSURES:**

I, David M. Schanzer, the Primarily Responsible Analyst for this research report, hereby certify that all of the views expressed in this research report accurately reflect my personal views about any and all of the subject securities or issuers. No part of my compensation was, is, or will be, directly or indirectly, related to the specific recommendations or views I expressed in this research report.

Janney Montgomery Scott LLC ("JMS") may seek compensation for investment banking services from Hawaiian Electric (HE) in the next 3 months.

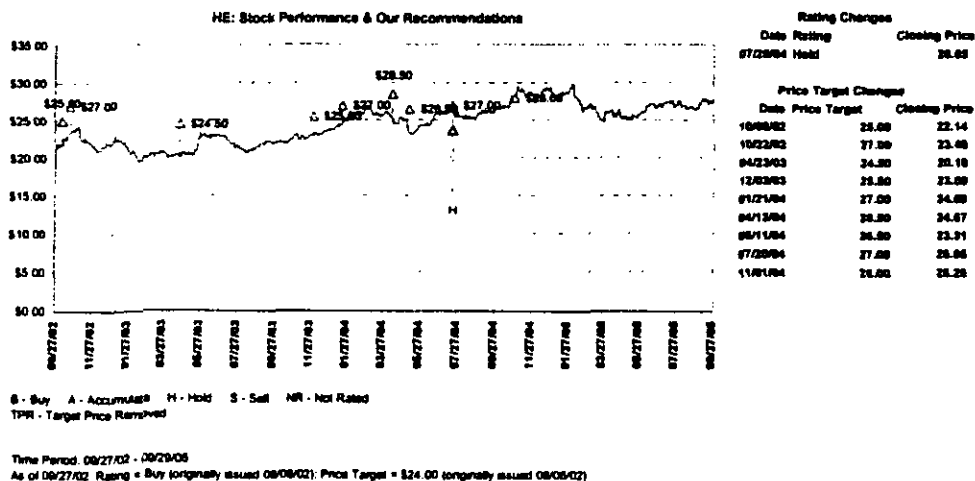
The research analyst primarily responsible for preparing this research report received compensation that is based upon (among other factors) JMS's investment banking revenues.

Investment opinions are based on each stock's 6-12 month return potential. Our ratings are not based on formal price targets, however our analysts will discuss fair value and/or target price ranges in research reports. Decisions to buy or sell a stock should be based on the investor's investment objectives and risk tolerance and should not rely solely on the rating. Investors should read carefully the entire research report which provides a more complete discussion of the analyst's views.

**BUY** Janney expects that the subject company will appreciate in value. Additionally, we expect that the subject company will outperform comparable companies within its sector.

**NEUTRAL** Janney believes that the subject company is fairly valued and will perform in line with comparable companies within its sector. Investors may add to current positions on short-term weakness and sell on strength as the valuations or fundamentals become more or less attractive.

**SELL** Janney expects that the subject company will likely decline in value and will underperform comparable companies within its sector.



Janney Montgomery Scott Ratings Distribution\*

<u>BUY</u>	<u>NEUTRAL/HOLD</u>	<u>SELL</u>
49%	46%	5%

\*As a percent of total coverage. See ratings definition above.

Janney Montgomery Scott Ratings of Investment Banking Relationships\*

<u>BUY</u>	<u>NEUTRAL/HOLD</u>	<u>SELL</u>
13%	7%	0%

\*Percentages of each rating category where JMS has performed Investment Banking services over the past 12 months.

**OTHER DISCLOSURE:**

This research report is provided for informational purposes only and shall in no event be construed as an offer to sell or a solicitation of an offer to buy any securities. The factual information described herein is taken from sources which we believe to be reliable, but the accuracy and completeness of such information is not guaranteed by us. The opinions expressed herein may be given only such weight as opinions warrant. This Firm, its officers, directors, employees, or members of their families may have positions in the securities mentioned and may make purchases or sales of such securities from time to time in the open market or otherwise. Supporting information related to the recommendation, if any, made in the research report is available upon request.

10:36am EDT 26-Jul-05 Janney Montgomery Scott, LLC (David M. Schanzer) HE HE.N  
Hawaiian Electric Industries (HE) Higher O&M Overrides Revenue Strength

JANNEY MONTGOMERY SCOTT LLC

RESEARCH NOTE  
July 26, 2005

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Hawaiian Electric Industries (HE \$27.37)  
Higher O&M Overrides Revenue Strength

EARNINGS PER SHARE (December)			2004A	2005E	2006E
OLD	NEW	P/E RATIOS			
2004A \$1.36*		20.1x	F1Q \$0.40	\$0.30A	\$0.40
			F2Q \$0.44	\$0.35A	\$0.42
2005E \$1.65	\$1.57	17.4x	F3Q \$0.51	\$0.46	\$0.46
2006E \$1.74		15.6x	F4Q \$0.31	\$0.46	\$0.46

\* removing the impact of the state franchise tax charge, HE would have earned \$1.66 per share in 2004

Yield: 4.5%      Market Cap: \$2.2 Billion      3-Yr Growth Rate: 5%  
Dividend: \$1.24      Rating: NEUTRAL      Average Daily Volume: 292,279

Research Analyst Certifications and Important Disclosures are located on pgs 2-3.

**INVESTMENT CONCLUSION:** Ahead of a significant electric rate case decision this year, Hawaiian Electric is feeling the effects of regulatory lag, as higher expenses were the primary driver for slightly lower than expected earnings in the second quarter. Continuing pressure on the bank subsidiary's net interest margin was another challenge. Reasons to take a positive view on the company's future remain, as increased tourism volume and strong loan growth are indicators of longer-term improvements to the Hawaiian economy. Overall, we continue to believe that our NEUTRAL rating remains appropriate given the company's fair value for its risk/reward profile.

**KEY POINTS:**

Hawaiian Electric reported second quarter earnings of \$0.35 per share, lower than both our estimate of \$0.43 per share and the \$0.44 per share earned in the second quarter last year.

Although the utility witnessed increased demand, expenses continue to be a drag on earnings. Warmer weather and strong tourism revenue generated increased kilowatt-hour sales growth of 1.8% on a year-over year basis; however, this also forced the company to run higher-cost peak generating units for longer periods of time. This situation highlights the need for additional generation sources and reinforces the advisability of a conservation tariff.

As a reminder, HECO (the Oahu utility) has a rate case before the Hawaiian PUC (Public Utilities Commission). Higher O&M expenses are a main reason for this rate request. Hearings are scheduled for September and management expects an interim decision by year's end.

At American Savings Bank, year-over-year earnings were distorted by the adverse REIT tax court ruling. We believe the net interest spread declined seven basis points, year-over-year, due to the flatter yield curve and the suspension of FHLB stock dividends. We are pleased by the company's ability to maintain its net interest spread despite the challenging yield curve environment.

We have lowered our full year 2005 earnings per share estimate to \$1.57 per share from \$1.65 per share to reflect actual second quarter results; however, we are maintaining our full year 2006 estimate at \$1.74 per share.

Valuation SUMMARY: The need for substantial rate relief is rarely as clear as it now is for Hawaiian Electric. Investors have patiently been relying on the company's generous 4.8% dividend yield, but without rate relief, any future growth in the dividend payout is in question. It is somewhat difficult to generalize a normal earnings picture ahead of any rate case decision, but we are maintaining our 2006 estimate for the time being. Applying a lower-end price/earnings multiple of about 16 times forward earnings, we expect a fair value of the stock to be between \$27 and \$28 and a total return on average of about 5%, which is commensurate with our NEUTRAL rating. A positive rate case decision in 2006 could materially improve Hawaiian Electric's outlook.

Risks to our assumptions include, the timing and extent of changes to interest rates; increasing competition in the electric utility and banking industries; changes in regulatory environment; the effects of international, national, and local economies including the state of the Hawaii tourist industry and the military presence in Hawaii; and faster than expected loan prepayments.

Company Description: Hawaiian Electric Industries supplies electric service to the majority of Hawaii's population. The company also operates American Savings Bank, a growing thrift located solely in Hawaii with approximately 16% market share.

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**NEUTRAL** Janney believes that the subject company is fairly valued and will perform in line with comparable companies within its sector. Investors may add to current positions on short-term weakness and sell on strength as the valuations or fundamentals become more or less attractive.

**SELL** Janney expects that the subject company will likely decline in value and will underperform comparable companies within its sector.

Rating change chart available from JMS

Janney Montgomery Scott Ratings Distribution\*

BUY	NEUTRAL/HOLD	SELL
49%	46%	5%

\*As a percent of total coverage. See ratings definition above.

ney Montgomery Scott Ratings of Investment Banking Relationships\*

BUY	NEUTRAL/HOLD	SELL
13%	7%	0%

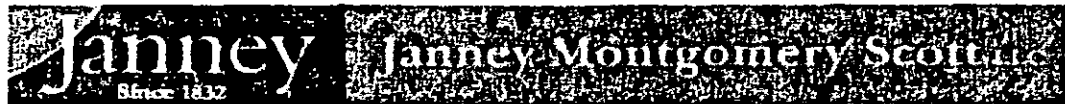
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RESEARCH NOTE  
April 26, 2005

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**Hawaiian Electric Industries (HE \$28.40)  
Tough First Quarter But The Foundation Is Strong**

EARNINGS PER SHARE (December)			2004A	2005E	2006E
OLD	NEW	P/E RATIOS			
2004A	\$1.36*	19.4x	F1Q \$0.40	\$0.30A	\$0.40
2005E	\$1.72	16.0x	F2Q \$0.44	\$0.43	\$0.42
2006E	\$1.74	15.2x	F3Q \$0.51	\$0.48	\$0.48
			F4Q \$0.31	\$0.48	\$0.48

\* removing the impact of the state franchise tax charge, HE would have earned \$1.66 per share in 2004

Yield: 4.8%  
Dividend: \$1.24  
292,279

Market Cap: \$2.1 Billion  
Rating: NEUTRAL

3-Yr Growth Rate: 5%  
Average Daily Volume:

**Note: Important disclosures can be found on pages 2 and 3.**

**INVESTMENT CONCLUSION:** Hawaiian Electric reports weak fourth quarter results, largely related to lower-than-average cooling degree days, but also as a result of higher operating and maintenance expenses at the utility. American Savings Bank continues to be a strong earnings contributor, with an improving interest rate spread and solid loan growth, despite a climate of margin compression. The economy of Hawaii remains solid, and tourism statistics continue to set new records. The biggest variable in Hawaiian Electric's story is the Oahu rate case, which will be decided later this year. While the generous dividend yield will please current owners, we believe the stock is fully valued and we maintain our NEUTRAL rating.

**KEY POINTS:**

- Hawaiian Electric, reported earnings of \$0.30 per share, well below our expectation of \$0.40 per share and the consensus estimate of \$0.37 per share. In the first quarter of 2004, the company earned \$0.40 per share.
- Cooling degree days decreased 14% compared to the first quarter of 2004. While it is unclear what the EPS impact of this was, we suspect that it had a significant impact.
- O&M (operating and maintenance) expense at the utility increased 15.6% on a year-over year basis. The company attributes this to ensuring reliability as electric usage increases, additional expenses overhauling an Oahu peaking unit, additional retirement benefit expenses, and higher Sarbanes-Oxley expenses. We expect that many of these items will creep into the new few quarters as well.
- At American Savings Bank, the interest rate spread increased to 3.29%, compared to 3.05% in first quarter of 2004, as loan growth is helping the bank offset some of the impact from margin compression. The company also booked a loan loss reversal of \$3.1 million in the quarter, which contributed to earnings (and offsets a previously taken loan loss provision).
- Tourism statistics and January and February (the most recent data points available) show a strong economy, with visitor arrivals in both months posting record-breaking levels.



- Management made no mention in its release regarding the requested \$74.2 million (7.3%) increase to rate base in Oahu, requesting an allowed ROE of 11.3%. Last mentioned, the rate decision had been broken into two sections, the first regarding the increased rate request, and the second docket related to demand side management programs, which encourage electric demand conservation. The company still expects a decision in the fourth quarter of 2005.
- Management has given no forward guidance. We are lowering our 2005 estimate to \$1.65 per share, from \$1.72 per share, to account for higher O&M expenses, which we expect will continue throughout 2005. We initiate a 2006 estimate of \$1.74 per share, which we note does not include any benefits from the Oahu rate case.

**VALUATION SUMMARY:** Valuation considerations for Hawaiian Electric begin with the company's strong 4.8% dividend yield. Given the disappointing quarter, our decision to lower our 2005 estimate and a realistic price/earnings multiple of 15 to 16 times forward earnings, we expect a fair value of the stock to be between \$26 and \$28 and a total return on average of about 8.5%, which is commensurate with our NEUTRAL rating. A positive rate case decision in 2006 could materially improve Hawaiian electric's outlook.

*Risks to our assumptions include, the timing and extent of changes to interest rates; increasing competition in the electric utility and banking industries; changes in regulatory environment; the effects of international, national, and local economies including the state of the Hawaii tourist industry and the military presence in Hawaii; and faster than expected loan prepayments.*

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**EARNINGS MODELS AVAILABLE ON REQUEST**

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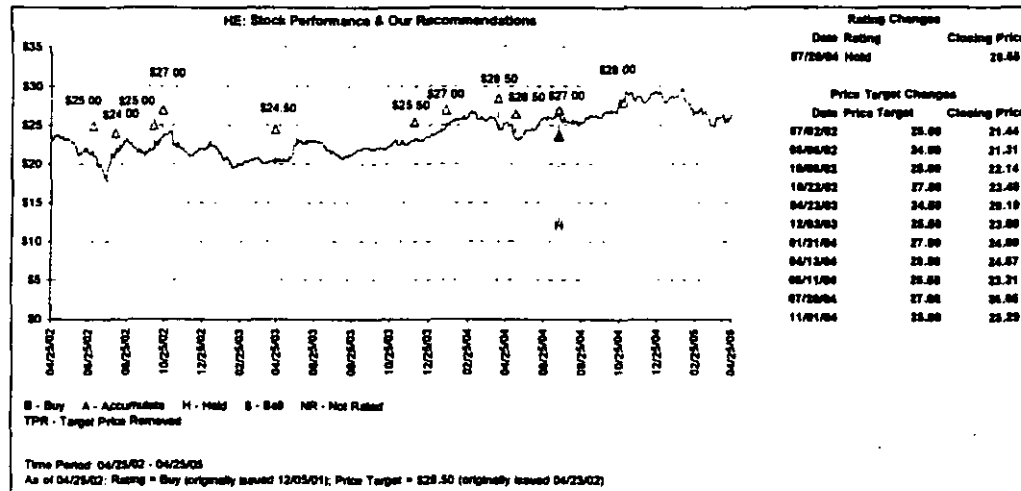
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**SELL** Janney expects that the subject company will likely decline in value and will underperform comparable companies within its sector.



Janney Montgomery Scott Ratings Distribution\*\*

<b>BUY</b>	<b>HOLD</b>	<b>SELL</b>
41%	52%	7%

\*As a percent of total coverage. See ratings definition above.

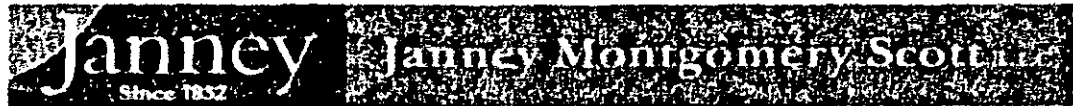
Janney Montgomery Scott Ratings of Investment Banking Relationships\*\*

<b>BUY</b>	<b>HOLD</b>	<b>SELL</b>
15%	2%	0%

\*Percentages of each rating category where JMS has performed Investment Banking services over the past 12 months.

^Rating definition changed as of 04/04/05

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RESEARCH NOTE  
February 9, 2005

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**Hawaiian Electric Industries (HE \$28.25)  
2004 Earnings Contain Lots of Moving Parts**

EARNINGS PER SHARE (December)				2003A	2004A	2005E
OLD	NEW	P/E RATIOS				
			F1Q	\$0.33	\$0.40	\$0.40
2003A	\$1.58	18.0x	F2Q	\$0.34	\$0.44	\$0.41
2004A	\$1.72	\$1.36*	F3Q	\$0.41	\$0.51	\$0.45
2005E	\$1.68	\$1.72	F4Q	\$0.50	\$0.31	\$0.48

\* removing the impact of the state franchise tax charge, HE would have earned \$1.61 per share in 2004

Yield: 4.4%  
Dividend: \$1.24

Market Cap: \$2.3 Billion  
Rating: HOLD

3-Yr Growth Rate: 5%  
Price Target: \$28

**Note: Important disclosures can be found on pages 2 and 3.**

**INVESTMENT CONCLUSION:** Hawaiian Electric's fourth quarter earnings report was unusually cluttered, with unplanned O&M expenses at the utility and various one-time items occurring at the bank, all having an impact on earnings. On an annual basis, once the state-franchise tax charge (resolved in 2004) is removed, the company posted improved results for the year. Economic indicators in Hawaii remain positive, including low unemployment levels, increased visitor days, a strong real estate market, and increased residential electric usage. Margin compression will continue to impact American Savings Bank; however, loan growth should accelerate as businesses expand, given the strengthening economy. While current investors should be pleased with Hawaiian Electric's generous dividend yield, we believe the stock is fully valued and maintain our HOLD rating, particularly with a major electric rate case ahead of them.

**KEY POINTS:**

- Hawaiian Electric reported fourth quarter earnings of \$0.31 per share, lower than the \$0.50 per share earned in the fourth quarter of 2003 and our estimate of \$0.37 per share. This includes a \$0.02 per share gain from the reversal of the state franchise tax charge (initially taken in the second quarter).
- During the quarter the company had a record peak electric demand, which placed a strain on a system, which had experienced outages. At the time of peak, the reserve margin was 80%, normal for a mainland utility, but high for a self-reliant system such as Hawaiian Electric.
- In 2004, the company earned \$1.36 per share compared to \$1.58 per share. Removing the after-tax charge related to the state franchise tax, the company would have earned \$1.61 per share. Additionally, the company benefited from a \$1.4 million over-amortization of net premiums on the bank's mortgage-backed securities portfolio.
- Higher O&M (operating and maintenance) expenses at the utility (of \$10 million) accounted for a large portion of the fourth quarter weakness. Hawaiian Electric dealt with capacity and reliability concerns related to the growing load base and with the failure of one of its cycling units at Oahu.

With the unit down for repairs, the company did the overhaul on the unit that had been originally slated for early 2005.

- Progress continues on processing the Oahu electric rate case request, and the company has yet to identify what issues the opposition will embrace. As a reminder, Hawaiian Electric requested a \$74.2 million (7.3%) increase to its rate base, asking for an allowed ROE of 11.3%. The company has not been before the Commission for a rate increase since 1995, and still expects a decision to come in the fourth quarter of 2005.
- Management gave no guidance for 2005, as giving guidance is not their practice. We have changed our 2005 estimate to \$1.72 per share from \$1.68 per share to account for the shift in O&M expenses, which were realized in the fourth quarter of 2004 instead of the first half of 2005.

**VALUATION SUMMARY:** Valuation considerations always begin with the company's strong 4.4% yield. Based on the 2.5% normalized growth of the electric business and the strength of the banking business, we think an overall growth expectation of 5% is reasonable for Hawaiian Electric. However, the high end multiple, likely driven by the yield, already seems to discount that growth. For that reason, we are maintaining our target price of \$28, which suggests a total return expectation of about 4.5% over the next twelve months.

*Risks to our price target include, the timing and extent of changes to interest rates; increasing competition in the electric utility and banking industries; changes in regulatory environment; the effects of international, national, and local economies including the state of the Hawaii tourist industry and the military presence in Hawaii; and faster than expected loan prepayments.*

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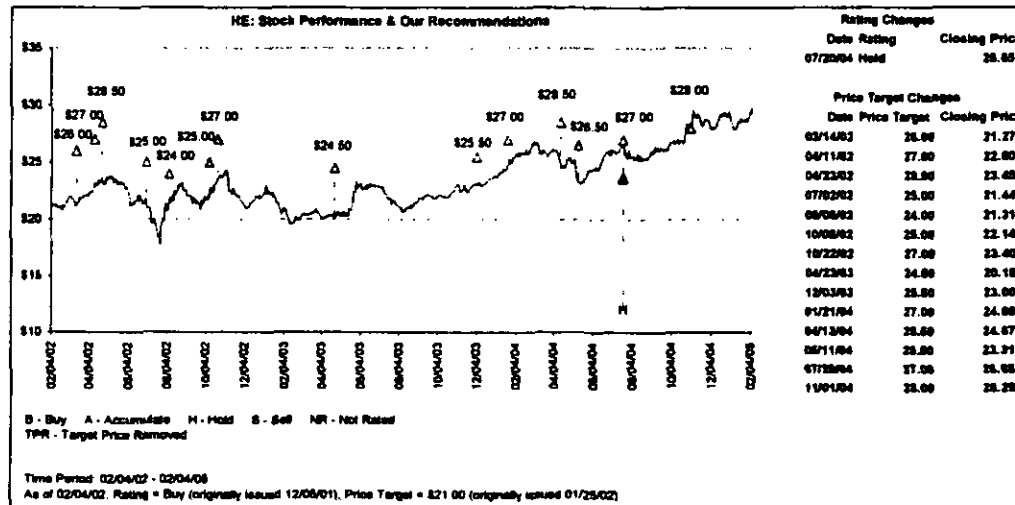
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Ratings on stocks are predicted on 12-month target prices based on our estimates of forward earnings and expected valuations. Dividends may be factored into valuation.

BUY	Expected appreciation to our target price exceeds 15%.
HOLD	Current price reflects the mid-point of a likely price range of plus or minus 15%
SELL	Target price shows the risk of a decline of more than 15%



Janney Montgomery Scott Ratings Distribution\*

<b>BUY</b>	<b>HOLD</b>	<b>SELL</b>
39%	55%	6%

\*As a percent of total coverage. See ratings definition above.

Janney Montgomery Scott Ratings of Investment Banking Relationships\*

<b>BUY</b>	<b>HOLD</b>	<b>SELL</b>
18%	6%	0%

\*Percentages of each rating category where JMS has performed Investment Banking services over the past 12 months.

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## Hawaiian Electric Industries Inc.

# Managing through the flat yield curve; still expensive

### Lower operating costs drive growth

HE reported Q1 EPS of \$0.40 vs. \$0.30, above our \$0.35 estimate. Lower maintenance costs stemming from the lack of significant plant outages and higher electric rates drove higher utility income. Earnings at the bank declined slightly due to a flatter yield curve and the lack of a loan loss reserve reversal.

### Bank diversification strategy working

The bank's shift to broaden lending beyond mortgages and into commercial loans has mitigated some of the impact of the flattening yield curve. Growth in deposits has also kept the cost of lending flat while market interest rates have continued to rise. Asset quality continues to be strong which has reduced the need to take loan loss reserves.

### Maintain Sell on valuation

We are maintaining our 2006E of \$1.65, which is driven by higher rates at the Oahu utility and growth at the bank operation. Operating costs at the utility will continue to pressure results as capacity reserves stay tight through 2009. Our 2007E of \$1.70 assumes rate relief at the big island utility, higher interest expense, continued O&M pressure, and bank growth. We are reiterating our Sell rating on HE given the stock's premium valuation (10% higher than the group average). Our sum-of-the-parts analysis suggests a value of \$24, which implies about 10% of downside.

The dividend yield remains above the 3.9% sector average. We continue to believe that the dividend is secure, though we do not expect an increase until EPS approaches the \$2.00 range and the increased level of capital spending subsides post 2009.

### Estimates (Dec)

(US\$)	2004A	2005A	2006E	2007E	2008
EPS	1.57	1.46	1.65	1.70	---
GAAP EPS	1.38	1.46	1.65	1.70	---
EPS Change (YoY)	4.7%	-7.0%	13.0%	3.0%	---
Consensus EPS (First Call: 10-may-2006)			1.73	1.86	---
Dividend Rate	1.24	1.24	1.24	1.24	---

### Valuation (Dec)

	2004A	2005A	2006E	2007E	2008
P/E	16.6x	17.9x	15.8x	15.3x	---
GAAP P/E	18.9x	17.9x	15.8x	15.3x	---
Dividend Yield	4.8%	4.8%	4.8%	4.8%	---
EV / EBITDA*	8.5x	8.5x	7.9x	7.7x	---
Free Cash Flow Yield*	1.4%	3.1%	6.4%	6.6%	---

\* For full definitions of (Overhead) measures see page 5

### Earnings Review

Equity | United States | Electric Utilities  
15 May 2006

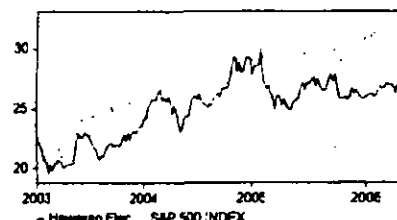
**SELL**



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### Stock Data

Price	US\$26.08
Investment Opinion	A-3-7
Volatility Risk	LOW
52-Week Range	US\$24.91-28.76
Mkt Val / Shares Out (mn)	US\$2,112 / 81.0
ML Symbol / Exchange	HE / NYS
Bloomberg / Reuters	HE US / HE.N
ROE (2006E)	10.8%
Total Dbt to Cap (Dec-2005A)	48.5%
Est. 5-Yr EPS / DPS Growth	2.5% / 0%



### Quarterly Earnings Estimates

	2005	2006	2007
Q1	0.30A	0.40A	---
Q2	0.35A	---	---
Q3	0.41A	---	---
Q4	0.37A	---	---

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15 May 2006

Hawaiian Electric Industries Inc.

## iQprofile Hawaiian Electric Industries Inc.

Key Income Statement Data (Dec)	2004A	2005A	2006E	2007E	2008
(US\$ Millions)					
Sales	1,554	1,814	1,872	1,919	---
Gross Profit	866	925	966	990	---
Sell General & Admin Expenses	(406)	(436)	(443)	(450)	---
EBITDA	380	382	408	420	---
Depreciation & Amortization	(115)	(123)	(129)	(134)	---
Net Interest & Other Income	(71)	(70)	(70)	(70)	---
Tax Expense / Benefit (Reported)	(70)	(69)	(75)	(78)	---
Net Income (Adjusted)	125	120	134	138	---
Average Fully Diluted Shares Outstanding	80	81	81	81	---

Key Cash Flow Statement Data					
Net Income from Cont Operations (GAAP)	125	120	134	138	---
Depreciation & Amortization	115	123	129	134	---
Change in Working Capital	2	0	0	1	---
Deferred Taxation Charge	---	---	---	---	---
Other Adjustments, Net	2	15	37	31	---
Cash Flow from Cont. Operations	244	258	300	303	---
Capital Expenditure	(215)	(193)	(165)	(164)	---
(Acquisition) / Disposal of Investments	---	---	---	---	---
Other Cash Inflow / (Outflow)	(326)	0	0	0	---
Cash Flow from Investing	(540)	(193)	(165)	(164)	---
Share Issue / (Repurchase)	110	0	0	0	---
Cost of Dividends Paid	(94)	(100)	(100)	(100)	---
Cash Flow from Financing	187	(58)	(116)	(99)	---
Net Debt	1,111	1,105	1,084	1,046	---
Change in Net Debt	(15)	(7)	(19)	(39)	---

Key Balance Sheet Data					
Cash & Equivalents	132	139	160	200	---
Trade Receivables	209	209	209	209	---
Other Current Assets	6,715	6,600	6,641	6,645	---
Property, Plant & Equipment	2,422	2,492	2,528	2,559	---
Other Non-Current Assets	91	91	91	91	---
Total Assets	9,569	9,531	9,630	9,704	---
Short-Term Debt	77	77	77	80	---
Other Current Liabilities	6,892	6,841	6,863	6,892	---
Long-Term Debt	1,167	1,167	1,167	1,166	---
Other Non-Current Liabilities	230	227	227	228	---
Total Liabilities	8,365	8,311	8,334	8,366	---
Total Equity	1,245	1,263	1,297	1,339	---
Total Equity & Liabilities	9,611	9,574	9,631	9,704	---

### Key Metrics

#### iQmethod™ - Bus Performance\*

Return on Capital Employed	8.7%	8.4%	8.8%	8.8%	---
Return on Equity	10.9%	9.9%	10.8%	10.8%	---
Operating Margin	17.1%	14.3%	14.9%	14.9%	---
Free Cash Flow	30	65	135	139	---

#### iQmethod™ - Quality of Earnings\*

Cash Realization Ratio	2.0x	2.1x	2.2x	2.2x	---
Asset Replacement Ratio	1.9x	1.6x	1.3x	1.2x	---
Tax Rate	35.9%	36.3%	36.0%	36.0%	---
Net Debt-to-Equity Ratio	89.2%	87.5%	83.6%	78.1%	---
Interest Cover	3.4x	3.4x	3.7x	3.8x	---

\* For full definitions of iQmethod™ measures, see page 5

### Company Description

Hawaiian Electric Industries (HE) is engaged in the electric utility and banking businesses in Hawaii. HE is the holding company for Hawaiian Electric Co. (HECO) and serves the islands of Oahu, Maui, and Hawaii. Combined, the utilities serve 95% of Hawaii's residents, and are all fully regulated. The American Savings Bank (ASB) accounts for about 40% of HE's earnings and has some 70 retail branches in Hawaii.

### Stock Data

Average Daily Volume	196,390
Brokers Covered (FirstCall)	6

**MS**  
**Merrill Lynch**  
15 May 2006

Hawaiian Electric Industries Inc.

## Managing through the flat yield curve

### Earnings Review

#### *First Quarter 2006*

Reported & Operating \$0.40 vs. \$0.30  
Twelve Months Ended March 2006  
Reported \$1.66 vs. \$1.26  
Operating \$1.53 vs. \$1.46

Hawaiian Electric reported Q1 EPS of \$0.40/sh vs. \$0.30, above our \$0.35 estimate. The better-than-expected result was mainly due to lower parent expense and higher AFDC earnings.

The utility reported EPS of \$0.26 vs. \$0.15 last year. Although electricity sales were about flat compared to the year before, higher rates at the Oahu utility and the absence of a significant plant outage led to the improved earnings. Higher AFDC income from plant additions also contributed to growth.

EPS from American Savings Bank fell by \$0.01, to \$0.21 in the quarter. Last year there was a \$0.03 earnings benefit stemming from a reversal of loan loss reserves. Additionally, net interest margin declined to 3.29% from 3.36% from the flatter yield curve. Better loan diversification and higher non-interest income were partial offsets.

### **Management changes should not alter strategy**

In February, previous Chairman and CEO Robert Clarke announced his retirement. Constance Lau, who had run the bank, took over as CEO. We do not expect any significant changes in corporate strategy with the transition – in particular, we do not believe that a corporate separation between the bank and utility is any more likely under Ms. Lau.

### **Cost management still important at utility**

Tight reserve margins continue to pressure utility operating costs. Although the company did not experience a catastrophic plant failure in the quarter (as it did in 2005), spending on normal O&M experienced upward pressure as the system remains stressed. New generation is not expected until 2009, though some small wind projects, demand-side management initiatives, and distributed generation should offset any reliability issues. Operating costs will continue to remain under pressure until the new generation is added.

### **Regulatory update**

As expected, HE requested a \$29.9M rate increase for HELCO, the big island utility. The request is premised on an 11.25% ROE, 50.83% equity ratio and a \$369M rate base. HELCO's return on equity has been depressed (6.9% earned ROE in 2005) mainly due to the Keahole power plant, which is included in rate base but not in rates. The rate request puts the plant into rates as well as recovers rising operating costs. Interim rates would become effective in early 2007.

### **Bank operations: watching asset quality**

The bank operation has managed to avoid significant pressure on margins stemming from the flattening yield curve. First quarter net interest margin was flat with the average for 2005 – 3.29%, though below Q1-05. A major reason for the resilience has been the company's growth in deposits, which is a much cheaper source of funds for loans than wholesale sources, such as FHLB. In fact, as of the first quarter, the average cost of American Savings Bank's deposits is slightly less than 1.5% compared to the fed funds rate of 5%.



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15 May 2006

Hawaiian Electric Industries Inc.

The second reason is the diversification of loans beyond the traditional residential mortgage, into more commercial and consumer loans. This diversification has also helped the overall asset quality of the loan portfolio, and has mitigated the need for loan loss reserves. Nonperforming loan assets make up 0.3% of the portfolio compared to the sector average of 0.5%.

### **Maintain estimates and Sell rating**

We are maintaining our 2006E of \$1.85. The utility segment should continue to benefit from the higher rates at the Oahu utility, partially offset by higher pension and operating costs over the balance of the year. The company also expects to issue long-term debt to fund utility capital expenditures. Despite the flattening yield curve we continue to expect 5% earnings growth at the bank, though we assume no loan loss reserves are taken this year. Our 2007E remains \$1.70, mainly based on some rate relief at the big island utility and continued growth at the bank, partially offset by continued operating cost pressure and higher debt balances.

### **Maintaining Sell on Valuation**

We are maintaining our Sell rating on HE. Our sum-of-the-parts valuation suggests that fair value for the stock is approximately \$24.00. We value the utility's 2007 earnings of \$0.83 (utility earnings of \$1.00, less parent drag of \$0.20) at a 5% premium 14.5x earnings multiple, or about \$12.00. For the bank operations, we use a 14x multiple (about the average of U.S. regional banks) to 2007 estimated earnings of \$0.87, giving a bank value of about \$12.00.

HE remains more exposed to a rising rate environment than most other utilities. We believe that upward pressure in interest rates, particularly if the yield curve remains relatively flat, represents a relatively more difficult environment for HE compared to other utilities in the sector. First, the flat yield curve makes margin expansion difficult, and rising rates could hamper loan growth. Additionally, a slowdown in the Hawaiian economy could reduce loan asset quality, spurring increased need to take loan loss reserves. On the utility side, rising rates could hurt valuations in the sector.

On the positive side, we believe that HE's management understands the issues. It is addressing the higher utility O&M and employee benefit spending by considering further rate relief requests. While the company has announced the intent to file for a rate increase at the HELCO utility, further action at the other two utilities to move earnings more in line with allowed ROEs would be a positive.

Finally, the company's 4.8% dividend yield is above the sector average. However, the already high payout ratio and increased need for cash to cover reliability spending makes a dividend increase unlikely. We estimate that the dividend is not likely to be boosted until earnings approach \$2.00 and the elevated level of capital spending subsides after 2009.

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15 May 2006

Hawaiian Electric Industries Inc.

## Analyst Certification

I, Steve Fleishman, hereby certify that the views expressed in this research report accurately reflect my personal views about the subject securities and issuers. I also certify that no part of my compensation was, is, or will be, directly or indirectly, related to the specific recommendations or view expressed in this research report.

### *iQmethod* Measures Definitions

Business Performance	Numerator	Denominator
Return On Capital Employed	$\text{NOPAT} = (\text{EBIT} + \text{Interest Income}) * (1 - \text{Tax Rate}) + \text{Goodwill Amortization}$	$\text{Total Assets} - \text{Current Liabilities} + \text{ST Debt} + \text{Accumulated Goodwill Amortization}$
Return On Equity	Net Income	Shareholders' Equity
Operating Margin	Operating Profit	Sales
Earnings Growth	Expected 5-Year CAGR From Latest Actual	N/A
Free Cash Flow	Cash Flow From Operations - Total Capex	N/A
Quality of Earnings		
Cash Realization Ratio	Cash Flow From Operations	Net Income
Asset Replacement Ratio	Capex	Depreciation
Tax Rate	Tax Charge	Pre-Tax Income
Net Debt-To-Equity Ratio	$\text{Net Debt} = \text{Total Debt, Less Cash \& Equivalents}$	Total Equity
Interest Cover	EBIT	Interest Expense
Valuation Toolkit		
Price / Earnings Ratio	Current Share Price	Diluted Earnings Per Share (Basis As Specified)
Price / Book Value	Current Share Price	Shareholders' Equity / Current Basic Shares
Dividend Yield	Annualised Declared Cash Dividend	Current Share Price
Free Cash Flow Yield	Cash Flow From Operations - Total Capex	$\text{Market Cap.} = \text{Current Share Price} * \text{Current Basic Shares}$
Enterprise Value / Sales	$\text{EV} = \text{Current Share Price} * \text{Current Shares} + \text{Minority Equity} + \text{Net Debt} + \text{Sales Other LT Liabilities}$	
EV / EBITDA	Enterprise Value	Basic EBIT + Depreciation + Amortization

*iQmethod*<sup>TM</sup> is the set of Merrill Lynch standard measures that serve to maintain global consistency under three broad headings: Business Performance, Quality of Earnings, and valuations. The key features of *iQmethod* are: A consistently structured, detailed, and transparent methodology; Guidelines to maximize the effectiveness of the comparative valuation process, and to identify some common pitfalls.

*iQdatabase*<sup>TM</sup> is our real-time global research database that is sourced directly from our equity analysts' earnings models and includes forecasted as well as historical data for income statements, balance sheets, and cash flow statements for companies covered by Merrill Lynch.

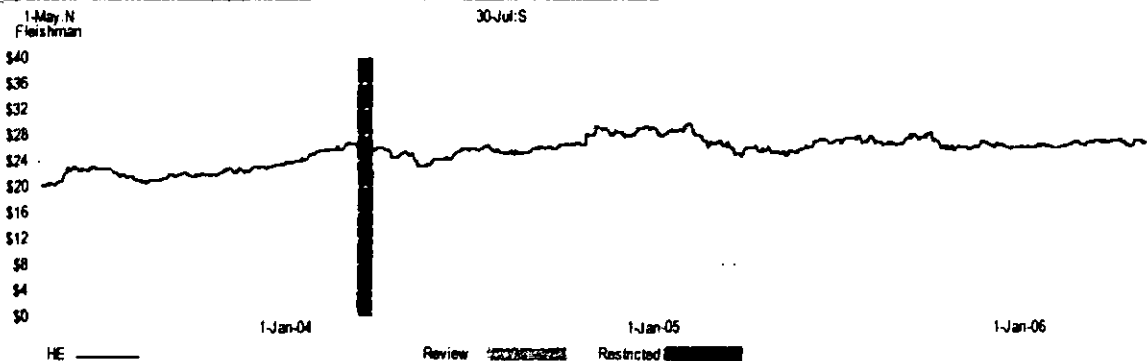
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15 May 2006

Hawaiian Electric Industries Inc.

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HE Price Chart



B : Buy, N : Neutral, S : Sell, PO : Price objective, NA : No longer valid

The Investment Opinion System is contained at the end of the report under the heading "Fundamental Equity Opinion Key". Dark Grey shading indicates the security is restricted with the opinion suspended. Light Grey shading indicates the security is under review with the opinion withdrawn. Chart current as of April 30, 2006.

### Investment Rating Distribution: Utilities Group(as of 31 Mar 2006)

Coverage Universe	Count	Percent	Inv. Banking Relationships*	Count	Percent
Buy	44	36.97%	Buy	22	50.00%
Neutral	65	54.62%	Neutral	32	49.23%
Sell	10	8.40%	Sell	3	30.00%

### Investment Rating Distribution: Global Group(as of 31 Mar 2006)

Coverage Universe	Count	Percent	Inv. Banking Relationships*	Count	Percent
Buy	1145	40.29%	Buy	393	34.32%
Neutral	1474	51.86%	Neutral	430	29.17%
Sell	223	7.85%	Sell	44	19.73%

\* Companies in respect of which MLPF&S or an affiliate has received compensation for investment banking services within the past 12 months.

**FUNDAMENTAL EQUITY OPINION KEY:** Opinions include a Volatility Risk Rating, an Investment Rating and an Income Rating. **VOLATILITY RISK RATINGS**, indicators of potential price fluctuation, are: A - Low, B - Medium, and C - High. **INVESTMENT RATINGS**, indicators of expected total return (price appreciation plus yield) within the 12-month period from the date of the initial rating, are: 1 - Buy (10% or more for Low and Medium Volatility Risk Securities - 20% or more for High Volatility Risk securities); 2 - Neutral (0-10% for Low and Medium Volatility Risk securities - 0-20% for High Volatility Risk securities); 3 - Sell (negative return); and 6 - No Rating. **INCOME RATINGS**, indicators of potential cash dividends, are: 7 - same/higher (dividend considered to be secure); 8 - same/lower (dividend not considered to be secure); and 9 - pays no cash dividend.

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15 May 2006

Hawaiian Electric Industries Inc.

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## Hawaiian Electric Industries Inc.

# Looking to More Rate Relief

**Q4 EPS came in at \$0.37, just below our estimate**  
HE reported Q4 operating earnings of \$0.37 vs. \$0.26 last year, below our \$0.39 estimate. Earnings rose year-over-year due to the absence of a significant outage and plant overhaul that occurred in 2004 and higher margins at the bank.

### Utility operating costs remain key variable to watch in 2006

Declining capacity reserve margins in the state have put added stress on HE's system, leading to elevated levels of O&M spending in 2005, which should continue into 2006. Effective demand response programs may help the situation. Employee benefits have also led to steady upward costs pressures. Rate relief at the Oahu utility in 2006 should help offset part of the cost pressures.

### Bank earnings resilient in face of flattening yield curve

Despite a much flatter yield curve than the year before, HE's bank interest rate spread expanded, leading to higher bank earnings year-over-year (excluding loan loss reserve reversals in 2004). The main cause was increased deposits and lower use of higher-cost FHLB borrowings to fund loans. Slowing of deposit growth and a continued flat yield curve could hamper bank earnings in 2006.

### Maintain 2006E; reiterate Sell

We reiterate our Sell rating on HE due to valuation. Based on a sum-of-the-parts valuation, we believe fair value for HE is \$24. This uses a sector-average 14.8x 2006 earnings multiple on the utility segment and a 14x 2006 earnings multiple on the bank operations. We are maintaining our 2006E of \$1.65, where earnings growth is based mainly on rate relief at the Oahu utility. We are initiating a 2007E of \$1.70 premised on rate relief at the HELCO utility and modest growth.

### Estimates (Dec)

(US\$)	2004A	2005A	2006E	2007E	2008
EPS	1.56	1.43	1.65	1.70	---
GAAP EPS	1.38	1.56	1.65	1.70	---
EPS Change (YoY)	4.0%	-8.3%	15.4%	3.0%	---
Consensus EPS (First Call: 30-Jan-2006)			1.57	1.74	1.92
Dividend Rate	1.24	1.24	1.24	1.24	---

### Valuation (Dec)

	2004A	2005A	2006E	2007E	2008
P/E	16.7x	18.2x	15.8x	15.3x	---
GAAP P/E	18.9x	16.7x	15.8x	15.3x	---
Dividend Yield	4.8%	4.8%	4.8%	4.8%	---
EV / EBITDA*	8.5x	8.7x	8.0x	7.7x	---
Free Cash Flow Yield*	1.4%	3.0%	6.4%	6.5%	---

\* For full definitions of EV/EBITDA and FCF measures, see page 6

### Earnings Review

**SELL**

Equity | United States | Electric Utilities  
09 February 2006

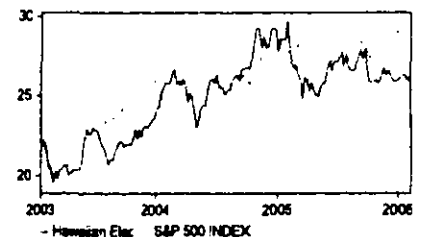


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### Stock Data

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Cost of Dividends Paid	(94)	(100)	(100)	(100)	---
Cash Flow from Financing	187	(58)	(118)	(99)	---
Net Debt	1,111	1,107	1,088	1,053	---
Change in Net Debt	(15)	(5)	(20)	(36)	---

Key Balance Sheet Data					
Cash & Equivalents	132	137	155	192	---
Trade Receivables	209	209	209	209	---
Other Current Assets	6,715	6,600	6,641	6,645	---
Property, Plant & Equipment	2,422	2,494	2,532	2,564	---
Other Non-Current Assets	91	91	91	91	---
Total Assets	9,569	9,531	9,628	9,701	---
Short-Term Debt	77	77	77	80	---
Other Current Liabilities	6,892	6,841	6,863	6,892	---
Long-Term Debt	1,167	1,167	1,167	1,166	---
Other Non-Current Liabilities	230	227	227	228	---
Total Liabilities	8,365	8,311	8,334	8,366	---
Total Equity	1,245	1,261	1,294	1,336	---
Total Equity & Liabilities	9,611	9,572	9,628	9,701	---

### Key Metrics

#### iQmethod™ - Bus Performance\*

Return on Capital Employed	6.7%	6.2%	6.8%	6.8%	---
Return on Equity	10.8%	9.5%	10.7%	10.7%	---
Operating Margin	17.1%	15.8%	16.9%	16.9%	---
Free Cash Flow	30	63	136	136	---

#### iQmethod™ - Quality of Earnings\*

Cash Realization Ratio	2.0x	2.2x	2.3x	2.2x	---
Asset Replacement Ratio	1.9x	1.6x	1.3x	1.2x	---
Tax Rate	35.9%	38.0%	36.0%	36.0%	---
Net Debt-to-Equity Ratio	89.2%	87.8%	84.1%	78.8%	---
Interest Cover	3.4x	3.3x	3.6x	3.7x	---

\* For full definitions of iQmethod™ measures, see page 6

### Company Description

Hawaiian Electric Industries (HE) is engaged in the electric utility and banking businesses in Hawaii. HE is the holding company for Hawaiian Electric Co. (HECO) and serves the islands of Oahu, Maui, and Hawaii. Combined, the utilities serve 95% of Hawaii's residents, and are all fully regulated. The American Savings Bank (ASB) accounts for about 40% of HE's earnings and has some 70 retail branches in Hawaii.

### Stock Data

Institutional Ownership (Vickers)	31.6%
Average Daily Volume	217,293
Brokers Covered (FirstCall)	5

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09 February 2006

Hawaiian Electric Industries Inc.

## Looking for more rate relief

HE reported Q4 earnings of \$0.37 vs. \$0.26, just below our \$0.39 estimate. As expected, utility results were better than Q4-04 with the absence of plant overhaul work, though milder weather minimized sales growth. Bank earnings improved year-over-year as core deposit growth and lower wholesale borrowings served to increase net interest margins.

Table 1: HE 2005 Segment Earnings

	Q4 05	Q4 04	2005	2004
Utility	\$ 0.22	\$ 0.16	\$ 0.89	\$ 1.02
Bank	0.22	0.16	0.80	0.77
Parent	(0.07)	(0.06)	(0.26)	(0.23)
<b>Total</b>	<b>\$ 0.37</b>	<b>\$ 0.26</b>	<b>\$ 1.43</b>	<b>\$ 1.56</b>

Source: HE and ML estimates

For 2005, operating earnings were \$1.43 vs. \$1.56, as overall higher levels of utility O&M, higher employee benefit costs, and minimal sales growth led to lower utility results. However, the widening of net interest income margins in 2005 drove improved earnings at the bank.

## Watching Utility Costs

Utility earnings were hampered by rising employee and maintenance expenses over the full year. The largest cost component increase was a \$6.4M increase in retirement benefits related to a reduction of the company's discount rate assumption. HE expects that retirement expense will rise by an additional \$7M (after tax) in 2006. Higher O&M costs were related to normal costs increases and elevated maintenance levels due to increased strain on the system from declining capacity reserve margins. We believe that the elevated O&M levels will persist until new capacity can be placed on line to reduce wear on the company's existing facilities. However, HE's next planned capacity addition is not expected until 2009.

### Potential for higher rates at HELCO

In December, HE's big island utility filed notice with regulators of its intent to request a rate increase, mainly to recover elevated O&M spending and the \$120M Keahole power plant investment. The specific request will be filed later this year, and new rates could go into effect by early to mid 2007. The company also noted the possibility of seeking an additional rate increase at the Oahu utility (beyond the current \$40M interim rate increase that is waiting a final order) or a new rate case at the Maui utility. All three segments have been underperforming because of either regulatory lag or higher operating costs.

## Bank operations remain resilient to flat yield curve

Despite further flattening of the yield curve, HE's bank subsidiary continued to widen its interest yield spread, to 3.4% in Q4-05 from 3.1% last year. Although on face the expansion of the yield spread is surprising given the flatter yield curve, deposit growth has reduced HE's need to use higher-cost wholesale loans to fund the bank's lending activity. However, the company reported signs of core deposit growth slowing (perhaps as depositors pursue higher-yielding alternatives), which could imply further reliance on higher-cost wholesale borrowing to support its loan portfolio growth.

**The double-edged sword:** The most obvious way for the higher rates in the near-term would be for longer-term interest rates to begin to move upward. While that would serve to widen the bank's net interest margin, we believe that higher long-term rates could pressure utility valuations.

## Stock remains overvalued; risk of continued narrowing of yield spread

We are maintaining our 2006E of \$1.65. The primary earnings driver will be a full year benefit of the Oahu rate increase (+\$0.23), offset by higher pension costs (-\$0.10). We also expect some additional interest costs through the expected issuance of \$165M of debt (-\$0.04), partially offset by AFDC and sales growth (+\$0.02). We assume that overall O&M spending is flat vs. 2005 levels. Overall, we estimate utility segment EPS to be \$1.00 in 2006 vs. \$0.89 last year. Our parent drag estimate for 2006 is a \$0.20 loss, vs. a \$0.26 loss in 2005.

For the bank, we expect earnings to be slightly higher year-over-year due to continued growth of the loan portfolio (+\$0.03), lower operating (+\$0.02) and FHLB interest costs (+\$0.01). We expect that this will be partially offset by the lack of loan loss reserve reversals (-\$0.02). We are not assuming additional reserves being taken by the bank in 2006, though this would serve to increase costs further if there are additional reserves. Our 2006 bank EPS estimate is \$0.84 vs. \$0.80 last year. We are going to be paying attention to core deposit growth in 2006 and whether the flat yield curve begins to squeeze margins.

We are initiating a 2007E of \$1.70. We assume modest utility growth driven by \$0.05/sh of rate relief at the HELCO operation, partially offset by rising O&M costs associated with increased system maintenance.

### Maintaining Sell on Valuation

We are maintaining our Sell rating on HE. Our sum-of-the-parts valuation suggests that fair value for the stock is approximately \$24.00. We value the utility's 2006 earnings of \$0.80 (utility earnings of \$1.00, less parent drag of \$0.20) at a sector-average 14.8x earnings multiple, or about \$11.85. For the bank operations, we use a 14x multiple (about the average of U.S. regional banks) to 2006 estimated earnings of \$0.85, giving a bank value of about \$12.00.

On the positive side, HE is addressing the higher utility O&M and employee benefit spending by considering further rate relief requests. While the company has announced the intent to file for a rate increase at the HELCO utility, further action at the other two utilities to move earnings more in line with allowed ROEs would be a positive. Finally, the planned peaking unit addition in 2009 represents meaningful rate base growth, though it is still a few years away.

## Q4 Earnings Review

**Fourth Quarter 2005:** Reported \$0.46 vs. \$0.31. Operating \$0.37 vs. \$0.26.

**Adjustments:** 2005 gain on asset sale \$0.11; loss on available-for-sale securities \$0.02. 2004 \$0.05 gain on reversal of loan loss reserves.

**Full Year 2005:** Reported \$1.56 vs. \$1.38. Operating \$1.43 vs. \$1.56.

**Adjustments:** 2005 as above. 2004 as above and \$0.05 discontinued operations loss; \$0.03 opacity violation charge.

### Segment EPS Review

**Utility Operations:** 2005 EPS for the utility were \$0.89 vs. \$1.02, pressured from elevated O&M spending throughout the year, and especially in Q1. Milder weather in 2005 also served to offset sales growth, and higher depreciation was an additional \$8M drag. For Q4, utility earnings improved to \$0.22 from \$0.16,



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Hawaiian Electric Industries Inc.

mainly because of the lack of a significant plant overhaul that was required in 2004. Sales volumes for the quarter were also nearly flat.

**American Savings Bank:** EPS for 2005 were \$0.80 vs. \$0.77 last year. The earnings growth was driven by higher levels of core deposits and a larger loan portfolio, which served to widen the net interest margin to 3.29% vs. 3.15% for the year. Partial offsets were higher operating costs and lower loan loss reserve reversals. For Q4, EPS were \$0.22 vs. \$0.16, mainly driven by the wider net interest margin and higher operating costs.

## Analyst Certification

I, Steve Fleishman, hereby certify that the views expressed in this research report accurately reflect my personal views about the subject securities and issuers. I also certify that no part of my compensation was, is, or will be, directly or indirectly, related to the specific recommendations or view expressed in this research report.

### *iQmethod* Measures Definitions

Business Performance	Numerator	Denominator
Return On Capital Employed	$\text{NOPAT} = (\text{EBIT} + \text{Interest Income}) * (1 - \text{Tax Rate}) + \text{Goodwill Amortization}$	$\text{Total Assets} - \text{Current Liabilities} + \text{ST Debt} + \text{Accumulated Goodwill Amortization}$
Return On Equity	Net Income	Shareholders' Equity
Operating Margin	Operating Profit	Sales
Earnings Growth	Expected 5-Year CAGR From Latest Actual	N/A
Free Cash Flow	Cash Flow From Operations - Total Capex	N/A
Quality of Earnings		
Cash Realization Ratio	Cash Flow From Operations	Net Income
Asset Replacement Ratio	Capex	Depreciation
Tax Rate	Tax Charge	Pre-Tax Income
Net Debt-To-Equity Ratio	$\text{Net Debt} = \text{Total Debt, Less Cash \& Equivalents}$	Total Equity
Interest Cover	EBIT	Interest Expense
Valuation Toolkit		
Price / Earnings Ratio	Current Share Price	Diluted Earnings Per Share (Basis As Specified)
Price / Book Value	Current Share Price	Shareholders' Equity / Current Basic Shares
Dividend Yield	Annualised Declared Cash Dividend	Current Share Price
Free Cash Flow Yield	Cash Flow From Operations - Total Capex	Market Cap. = Current Share Price * Current Basic Shares
Enterprise Value / Sales	$\text{EV} = \text{Current Share Price} * \text{Current Shares} + \text{Minority Equity} + \text{Net Debt} + \text{Sales Other LT Liabilities}$	
EV / EBITDA	Enterprise Value	Basic EBIT + Depreciation + Amortization

*iQmethod*™ is the set of Merrill Lynch standard measures that serve to maintain global consistency under three broad headings: Business Performance, Quality of Earnings, and valuations. The key features of *iQmethod* are: A consistently structured, detailed, and transparent methodology; Guidelines to maximize the effectiveness of the comparative valuation process, and to identify some common pitfalls.

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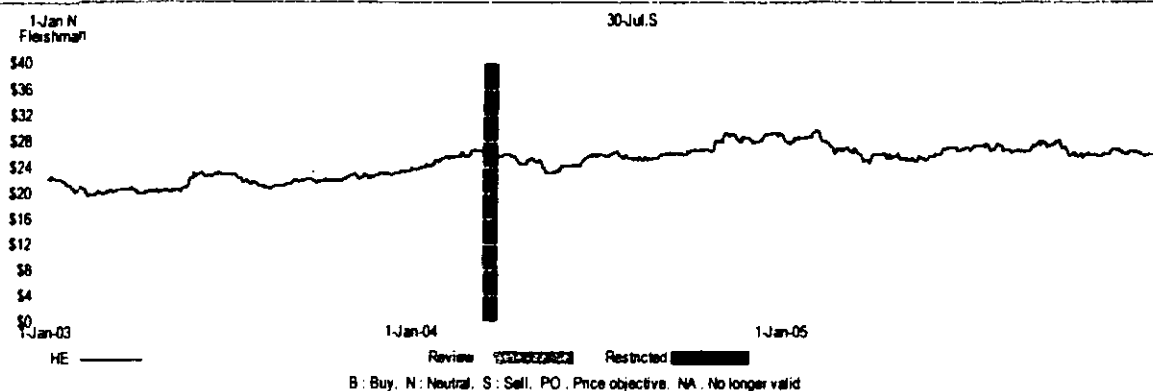


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Hawaiian Electric Industries Inc.

## Important Disclosures

HE Price Chart



The Investment Opinion System is contained at the end of the report under the heading "Fundamental Equity Opinion Key". Dark Grey shading indicates the security is restricted with the opinion suspended. Light Grey shading indicates the security is under review with the opinion withdrawn. Chart current as of December 31, 2005.

### Investment Rating Distribution: Utilities Group(as of 31 Dec 2005)

Coverage Universe	Count	Percent	Inv. Banking Relationships*	Count	Percent
Buy	38	33.93%	Buy	21	55.26%
Neutral	64	57.14%	Neutral	28	43.75%
Sell	10	8.93%	Sell	3	30.00%

### Investment Rating Distribution: Global Group(as of 31 Dec 2005)

Coverage Universe	Count	Percent	Inv. Banking Relationships*	Count	Percent
Buy	1119	40.44%	Buy	376	33.60%
Neutral	1429	51.64%	Neutral	401	28.06%
Sell	219	7.91%	Sell	44	20.09%

\* Companies in respect of which MLPF&S or an affiliate has received compensation for investment banking services within the past 12 months.

**FUNDAMENTAL EQUITY OPINION KEY:** Opinions include a Volatility Risk Rating, an Investment Rating and an Income Rating. **VOLATILITY RISK RATINGS**, indicators of potential price fluctuation, are: A - Low, B - Medium, and C - High. **INVESTMENT RATINGS**, indicators of expected total return (price appreciation plus yield) within the 12-month period from the date of the initial rating, are: 1 - Buy (10% or more for Low and Medium Volatility Risk Securities - 20% or more for High Volatility Risk securities); 2 - Neutral (0-10% for Low and Medium Volatility Risk securities - 0-20% for High Volatility Risk securities); 3 - Sell (negative return); and 6 - No Rating. **INCOME RATINGS**, indicators of potential cash dividends, are: 7 - same/higher (dividend considered to be secure); 8 - same/lower (dividend not considered to be secure); and 9 - pays no cash dividend.

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Hawaiian Electric Industries Inc.

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Comment

United States  
Electric Utilities

11 November 2005

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# Hawaiian Electric Industries Inc.

Fighting the Yield Curve

**SELL**

Reason for Report: Q3 Earnings Review; Reiterate Sell  
on Valuation

Volatility Risk:  
**LOW**

Price: **\$25.69**

Estimates (Dec)	2004A	2005E	2006E
EPS:	\$1.56	\$1.45	\$1.65
P/E:	16.5x	17.7x	15.6x
GAAP EPS:	\$1.38	\$1.45	\$1.65
GAAP P/E:	18.6x	17.7x	15.6x
EPS Change (YoY):		-7.1%	13.8%
Consensus EPS:		\$1.51	\$1.75
(First Call: 09-Nov-2005)			
Q4 EPS (Dec):	\$0.26	\$0.39	
Cash Flow/Share:	\$3.03	\$3.19	\$3.50
Price/Cash Flow:	8.5x	8.1x	7.3x
Dividend Rate:	\$1.24	\$1.24	\$1.24
Dividend Yield:	4.8%	4.8%	4.8%

## Opinion & Financial Data

Investment Opinion:	A-3-7
Mkt. Value / Shares Outstanding (mn):	\$2,080.9 / 81
Book Value/Share (Sep-2005):	\$12.72
Price/Book Ratio:	2.0x
ROE 2005E Average:	9.6%
Total Debt / Capital:	48.5%
Est. 5 Year EPS Growth:	2.5%
Est. 5 Year Dividend Growth:	0.0%

## Stock Data

52-Week Range:	\$29.79-\$24.60
Symbol / Exchange:	HE / New York
Institutional Ownership-Vickers:	30.4%
Brokers Covering (First Call):	6

## Highlights:

- HE reported Q3 EPS of \$0.41 vs. \$0.46 last year, below our \$0.45 estimate. Earnings came in below our estimate as high O&M costs and flat sales growth dragged utility results. Despite a flattening yield curve, bank earnings were about unchanged as deposit and loan growth offset the lack of a loan loss reserve reversal and higher operating costs.
- Early rate relief should help in Q4. The Hawaii regulators approved a \$41.1M interim rate increase at the end of September. This amount is about in line with a settlement that was filed by HE, regulatory staff and intervenors, which implies an ROE of 10.7%. The higher rates will help offset the elevated maintenance cost levels at the utility.
- Maintaining our 2005E/2006E of \$1.45/\$1.65. Although Q3 came in below our estimate, we are maintaining our 2005E as the earlier than expected interim electric rate relief should offset the weakness in the quarter. Our 2006E assumes a full year of electric rate relief, normal utility growth, and improved earnings from the bank operation.
- We reiterate our Sell rating on valuation. Management has been successful in dealing the flattening yield curve at the bank, but has had to escalate utility maintenance spending to ensure reliability. Although rising long-term rates may help the bank operation, the utility valuation could see pressure. We believe that fair value of HE is \$24.25, which is based on a sector-average 2006E earnings multiple of 14x for the utility and a 2x tangible book multiple for the bank.

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Refer to important disclosures on pages 4 to 5. Analyst Certification on page 3.



Hawaiian Electric Industries Inc. – 11 November 2005

## iQprofile<sup>SM</sup> Hawaiian Electric Industries Inc.

Key Income Statement Data (Dec)	2003A	2004A	2005E	2006E	2007E
(USD Millions)					
Sales	1,401	1,554	1,592	1,649	
Gross Profit	834	866	897	941	
Sell General & Admin Expense	(387)	(407)	(429)	(436)	
EBITDA	365	380	378	406	
Depreciation & Amortization	(111)	(115)	(121)	(127)	
Net Interest & Other Income	(81)	(71)	(71)	(71)	
Tax Expense / Benefit	(61)	(70)	(66)	(75)	
Net Income (Adjusted)	112	125	117	133	
Average Fully Diluted Shares Outstanding	75	80	81	81	
Key Cash Flow Statement Data					
Net Income (GAAP)	112	125	117	133	
Depreciation & Amortization	111	115	121	127	
Change in Working Capital	(32)	2	0	0	
Deferred Taxation Charge					
Other Adjustments, Net	47	2	19	39	
Cash Flow from Operations	238	244	258	299	
Capital Expenditure	(163)	(215)	(193)	(165)	
(Acquisition) / Disposal of Investments					
Other Cash Inflow (Outflow)	(159)	(326)	0	0	
Cash Flow from Investing	(322)	(540)	(193)	(165)	
Share Issue / (Repurchase)	14	110	0	0	
Cost of Dividends Paid	(75)	(94)	(100)	(100)	
Cash Flow from Financing	123	187	(100)	(100)	
Net Debt	841	1,111	1,105	1,086	
Change in Net Debt	(78)	(15)	35	(34)	
Key Balance Sheet Data					
Property, Plant & Equipment	2,312	2,422	2,494	2,532	
Other Non-Current Assets	94	81	91	91	
Trade Receivables	188	209	209	209	
Cash & Equivalents	223	132	139	157	
Other Current Assets	6,328	6,715	6,600	6,600	
Total Assets	9,144	9,569	9,532	9,588	
Long-Term Debt	1,064	1,167	1,167	1,167	
Other Non-Current Liabilities	227	230	227	227	
Short-Term Debt	0	77	77	77	
Other Current Liabilities	6,587	6,892	6,844	6,867	
Total Liabilities	7,878	8,365	8,315	8,337	
Total Equity	1,323	1,245	1,263	1,296	
Total Equity & Liabilities	9,201	9,811	9,577	9,633	
iQmethod <sup>SM</sup> – Business Performance					
Return On Capital Employed	6.6%	6.7%	6.3%	6.8%	
Return On Equity	10.5%	10.8%	9.6%	10.7%	
Operating Margin	18.1%	17.1%	16.0%	16.9%	
Free Cash Flow	75	30	65	134	
iQmethod <sup>SM</sup> – Quality of Earnings					
Cash Realization Ratio	2.1x	2.0x	2.2x	2.2x	
Asset Replacement Ratio	1.5x	1.9x	1.6x	1.3x	
Tax Rate	35.1%	35.9%	36.0%	36.0%	
Net Debt-to-Equity Ratio	63.6%	89.2%	87.5%	83.8%	
Interest Cover	3.7x	3.4x	3.3x	3.6x	

### iQmethod<sup>SM</sup>

iQmethod is the set of Merrill Lynch standard measures that serve to maintain global consistency under three broad headings: Business Performance, Quality of Earnings, and Valuation.

The key features of iQmethod are:

- A consistently structured, detailed, and transparent methodology.
- Guidelines to maximize the effectiveness of the comparative valuation process, and to identify some common pitfalls.

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### iQmethod<sup>SM</sup> Measures Definitions

#### Business Performance

Return On Capital Employed =  $\frac{(\text{NOPAT} + \text{Interest Income}) \times (1 - \text{Tax Rate})}{\text{Goodwill Amortization} / (\text{Avg (Total Assets} - \text{Current Liabilities} + \text{ST Debt} + \text{Accumulated Goodwill Amortization))}$

Return On Equity =  $\frac{(\text{Net Income}) / (\text{Avg Shareholders' Equity})}{(\text{Operating Profit}) / (\text{Sales})}$

Operating Margin =  $\frac{(\text{Operating Profit}) / (\text{Sales})}{(\text{Expected 5-Year CAGR From Latest Actual})}$  or the analysts' estimate of the sustainable growth rate

Earnings Growth =  $\frac{(\text{Expected 5-Year CAGR From Latest Actual})}{(\text{estimate of the sustainable growth rate})}$

Free Cash Flow =  $\frac{(\text{Cash Flow From Operations} - \text{Total Capex})}{(\text{Cash Flow From Operations} - \text{Total Capex})}$

#### Quality of Earnings

Cash Realization Ratio =  $\frac{(\text{Cash Flow From Operations}) / (\text{Net Income})}{(\text{Capex}) / (\text{Depreciation})}$

Asset Replacement Ratio =  $\frac{(\text{Capex}) / (\text{Depreciation})}{(\text{Tax Charge}) / (\text{Pre-Tax Income})}$

Tax Rate =  $\frac{(\text{Tax Charge}) / (\text{Pre-Tax Income})}{(\text{Net Debt} + \text{Total Debt, Less Cash \& Equip}) / (\text{Total Equity})}$

Net Debt-to-Equity Ratio =  $\frac{(\text{Net Debt} + \text{Total Debt, Less Cash \& Equip}) / (\text{Total Equity})}{(\text{EBIT}) / (\text{Interest Expense})}$

#### Valuation

Price / Book Value =  $\frac{(\text{Current Sh Price}) / (\text{Shareholders' Equity} / \text{Current Basic Sh})}{(\text{Annualized Declared Cash Div}) / (\text{Current Sh Price})}$

Dividend Yield =  $\frac{(\text{Annualized Declared Cash Div}) / (\text{Current Sh Price})}{(\text{Annualized Declared Cash Div}) / (\text{Current Sh Price})}$



Hawaiian Electric Industries Inc. - 11 November 2005

## Fighting the Yield Curve

HE reported Q3 EPS of \$0.41, below \$0.46 last year and our \$0.45 estimate. Earnings came in below our estimate mainly due to a decline in utility earnings on higher operating costs. Bank earnings and parent/other costs were flat with last year.

Utility maintenance costs still running at elevated levels. Earnings from the utility operations fell to \$0.28 vs. \$0.32 last year. Sales were virtually unchanged, reflecting similar weather compared to last year. However, HE has had to spend more to operate older equipment, given the continued high level of system usage. O&M costs rose \$6.7M reflecting that spending.

The bank operations have been able to manage a difficult interest rate environment. Despite a flattening yield curve, the bank's interest rate spread rose to 3.26% from 3.09% last year. This was mainly due to an increase in deposits and loans and higher long-term interest rates. This improvement was offset by no change in the loan loss reserve provision compared to a reserve reduction of \$3.8M last year. G&A and employee costs rose by \$3.3M.

### ■ Early Electric Rate Relief

In late September, regulators granted HE's Oahu utility a \$41.1M interim rate increase, about in line with the amount for which HE and intervenors settled. The rate increase implies a 10.7% ROE on a \$1.1B rate base. The rate relief should be enough to offset the elevated maintenance spending, as well as raise the previously depressed earned ROE (below 10%).

### ■ Reiterate Sell Rating

We are reiterating our Sell rating on valuation. Rising long-term interest rates may help the bank's interest rate spread, though could potentially come at the expense of pressure on the utility's valuation. The stock trades at 15.6x 2006E earnings, a 10% premium to the group average. On a sum of the parts basis, we value the combined utility plus parent drag in 2006 of \$0.91 at 14x, giving a value of \$12.75. We value the bank operation at 2x tangible book value of about \$470M, or \$11.50. Combined, we believe fair value for HE is about \$24.25.

No change to estimates. Despite the weaker than expected quarter, we are maintaining our 2005E of \$1.45, as we expect the shortfall in Q3 operating earnings to be offset by the full quarter of interim rate relief. Our 2006E of \$1.65 assumes a full year of the electric rate increase, and normal utility and bank growth.

## Q3 Earnings Review

Third Quarter 2005: Reported \$0.46 vs. \$0.51.  
Operating \$0.41 vs. \$0.46.

Adjustments: 2005 gain on sale of securities \$0.05; 2004 gain on sale of securities \$0.05.

Twelve Months Ended September 2005: Reported \$1.42 vs. \$1.55. Operating \$1.32 vs. \$1.74.

Adjustments: 2005 as above and \$0.04 gain on reversal of legal reserve. 2004 as above and \$0.05 net gain on lawsuit settlement; \$0.02 reversal of opacity penalty; \$0.30 REIT tax lawsuit loss.

Table 1: HE Q3 Segment EPS

	Q3-05	Q3-04
Electric Utility	\$ 0.28	\$ 0.32
Bank	0.19	0.19
Other	-0.06	-0.06
Total	\$ 0.41	\$ 0.46

Source: HE and Merrill Lynch estimates. Totals may not foot due to rounding.

Table 2: EPS Impact of Options Expensing

(\$ per share)	2005E	2006E
Operating EPS: including option expense	\$ 1.45	\$ 1.65
Reported EPS: including option expense	\$ 1.45	\$ 1.65

EPS impact from option expense

Operating EPS - excluding option expense	\$ 1.45	\$ 1.65
Reported EPS - excluding option expense	\$ 1.45	\$ 1.65

Source: HE and Merrill Lynch estimates

## Analyst Certification

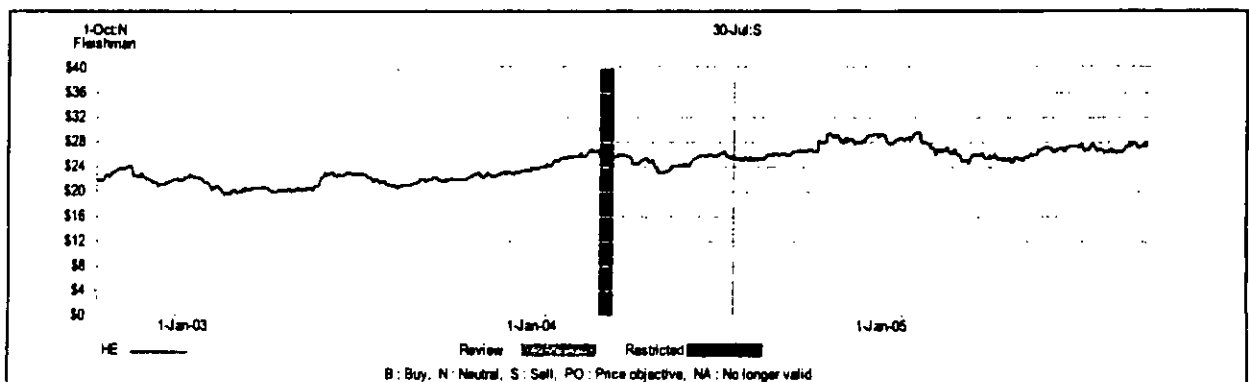
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Hawaiian Electric Industries Inc. – 11 November 2005



## Important Disclosures

HE Price Chart



The Investment Opinion System is contained at the end of the report under the heading "Fundamental Equity Opinion Key". Dark Grey shading indicates the security is restricted with the opinion suspended. Light Grey shading indicates the security is under review with the opinion withdrawn. Chart current as of September 30, 2005.





Hawaiian Electric Industries Inc. – 11 November 2005

Investment Rating Distribution: Utilities Group (as of 30 September 2005)

Coverage Universe	Count	Percent
Buy	36	32.73%
Neutral	65	59.09%
Sell	9	8.18%

Investment Rating Distribution: Global Group (as of 30 September 2005)

Coverage Universe	Count	Percent
Buy	1076	40.21%
Neutral	1399	52.28%
Sell	201	7.51%

Inv. Banking Relationships\*

	Count	Percent
Buy	21	58.33%
Neutral	30	48.15%
Sell	2	22.22%

Inv. Banking Relationships\*

	Count	Percent
Buy	350	32.53%
Neutral	412	29.45%
Sell	36	17.91%

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Comment

United States  
Electric Utilities

28 July 2005

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# Hawaiian Electric Industries Inc.

Rising Costs, Flat Yield Curve Pressure  
Results

**SELL**

Reason for Report: Q2 Earnings Review; Reiterate Sell  
Rating

Volatility Risk:  
**LOW**

Price: **\$26.68**

Estimates (Dec)	2004A	2005E	2006E
EPS:	\$1.56	\$1.45	\$1.65
P/E:	17.1x	18.4x	16.2x
GAAP EPS:	\$1.38	\$1.45	\$1.65
GAAP P/E:	19.3x	18.4x	16.2x
EPS Change (YoY):		-7.1%	13.8%
Consensus EPS:		\$1.49	\$1.74
(First Call: 26-Jul-2005)			
Q2 EPS (Jun):	\$0.44	\$0.40	
Cash Flow/Share:	\$3.03	\$3.19	\$3.50
Price/Cash Flow:	8.8x	8.4x	7.6x
Dividend Rate:	\$1.24	\$1.24	\$1.24
Dividend Yield:	4.6%	4.6%	4.6%

## Opinion & Financial Data

Investment Opinion:	A-3-7
Mkt. Value / Shares Outstanding (mn):	\$2,161.1 / 81
Book Value/Share (Dec-2004):	\$12.72
Price/Book Ratio:	2.1x
ROE 2005E Average:	9.6%
Total Debt / Capital:	48.5%
Est. 5 Year EPS Growth:	2.5%
Est. 5 Year Dividend Growth:	0.0%

## Stock Data

52-Week Range:	\$29.79-\$24.60
Symbol / Exchange:	HE / New York
Institutional Ownership-Vickers:	31.3%
Brokers Covering (First Call):	6

## Highlights:

- HE reported Q2 earnings of \$0.35 vs. \$0.44 last year and our estimate of \$0.40. Earnings were below our expectations as retail electricity sales grew only 1.8% despite much warmer weather. Higher utility operating costs, a lower bank yield spread and the absence of bank loan loss reserve reversals were drags on earnings.
- Rate case to help utility earnings in 2006. Tight supply conditions have led to higher reliability-related O&M spending. The Oahu utility has requested a \$98.6M rate increase to cover the costs, DSM programs, and an 11.5% ROE. An interim ruling could come in Q4.
- Flattening yield curve beginning to weigh on bank. As the Fed has steadily increased short term interest rates, long term rates have not moved materially upward. This has reduced HE's interest rate spread to 3.01%, down from 3.08% in 2004. We believe that this pressure will continue under the current rate environment and could worsen if the yield curve inverts.
- Maintaining estimates. Despite a difficult first half of the year, we are maintaining our 2005E EPS of \$1.45 based on continued operating cost pressure but with the potential for some rate relief in Q4. Our 2006E of \$1.65 assumes a \$0.15/sh benefit to the rate case and modest utility and bank growth.
- Reiterating Sell on valuation. The higher utility costs and the impact of a flat yield curve at the bank will continue to pressure results. If long-term rates rise, the bank's yield spread could improve, but potentially at the cost of pressure on the utility's valuation. A sum of the parts valuation on our 2006 estimates suggests a theoretical fair value of about \$25.

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Refer to important disclosures on pages 5 to 6. Analyst Certification on page 3.



Hawaiian Electric Industries Inc. - 28 July 2005

## *iQprofile*<sup>SM</sup> Hawaiian Electric Industries Inc.

Key Income Statement Data (Dec)	2003A	2004A	2005E	2006E
(USD Millions)				
Sales	1,401	1,554	1,592	1,649
Gross Profit	834	866	897	941
Sell General & Admin Expense	(387)	(407)	(429)	(436)
EBITDA	385	380	376	406
Depreciation & Amortization	(111)	(115)	(121)	(127)
Net Interest & Other Income	(81)	(71)	(71)	(71)
Tax Expense / Benefit	(61)	(70)	(66)	(75)
Net Income (Adjusted)	112	125	117	133
Average Fully Diluted Shares Outstanding	75	80	81	81
Key Cash Flow Statement Data				
Net Income (GAAP)	112	125	117	133
Depreciation & Amortization	111	115	121	127
Change in Working Capital	(32)	2	0	0
Deferred Taxation Charge				
Other Adjustments, Net	47	2	19	39
Cash Flow from Operations	238	244	258	299
Capital Expenditure	(163)	(215)	(193)	(165)
(Acquisition) / Disposal of Investments				
Other Cash Inflow (Outflow)	(159)	(328)	0	0
Cash Flow from Investing	(322)	(540)	(193)	(165)
Share Issue / (Repurchase)	14	110	0	0
Cost of Dividends Paid	(75)	(94)	(100)	(100)
Cash Flow from Financing	123	187	(100)	(100)
Net Debt	841	1,111	1,105	1,086
Change in Net Debt	(78)	(15)	35	(34)
Key Balance Sheet Data				
Property, Plant & Equipment	2,312	2,422	2,494	2,532
Other Non-Current Assets	94	91	91	91
Trade Receivables	188	209	209	209
Cash & Equivalents	223	132	139	157
Other Current Assets	6,328	6,715	6,600	6,600
Total Assets	9,144	9,569	9,532	9,588
Long-Term Debt	1,064	1,187	1,167	1,167
Other Non-Current Liabilities	227	230	227	227
Short-Term Debt	0	77	77	77
Other Current Liabilities	6,587	6,892	6,844	6,887
Total Liabilities	7,878	8,365	8,315	8,337
Total Equity	1,323	1,245	1,263	1,296
Total Equity & Liabilities	9,201	9,611	9,577	9,633
<i>iQmethod</i> <sup>SM</sup> - Business Performance				
Return On Capital Employed	6.6%	6.7%	6.3%	6.8%
Return On Equity	10.5%	10.8%	9.6%	10.7%
Operating Margin	18.1%	17.1%	16.0%	16.9%
Free Cash Flow	75	30	65	134
<i>iQmethod</i> <sup>SM</sup> - Quality of Earnings				
Cash Realization Ratio	2.1x	2.0x	2.2x	2.2x
Asset Replacement Ratio	1.5x	1.9x	1.6x	1.3x
Tax Rate	35.1%	35.9%	36.0%	36.0%
Net Debt-to-Equity Ratio	63.6%	89.2%	87.5%	83.8%
Interest Cover	3.7x	3.4x	3.3x	3.6x

### *iQmethod*<sup>SM</sup>

*iQmethod* is the set of Merrill Lynch standard measures that serve to maintain global consistency under three broad headings: Business Performance, Quality of Earnings, and Valuation.

The key features of *iQmethod* are:

- A consistently structured, detailed, and transparent methodology.
- Guidelines to maximize the effectiveness of the comparative valuation process, and to identify some common pitfalls.

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### *iQmethod*<sup>SM</sup> Measures Definitions

#### Business Performance

Return On Capital Employed =  $\frac{[\text{NOPAT} = (\text{EBIT} + \text{Interest Income}) \times (1 - \text{Tax Rate}) + \text{Goodwill Amortization}] / [\text{Avg (Total Assets} - \text{Current Liabilities} + \text{ST Debt} + \text{Accumulated Goodwill Amortization})]}{}$

Return On Equity =  $\frac{[\text{Net Income}] / [\text{Avg Shareholders' Equity}]}{}$

Operating Margin =  $\frac{[\text{Operating Profit}] / [\text{Sales}]}{}$

Earnings Growth =  $\frac{[\text{Expected 5-Year CAGR From Latest Actual}] \text{ or the analysts' estimate of the sustainable growth rate}}{}$

Free Cash Flow =  $[\text{Cash Flow From Operations} - \text{Total Capex}]$

#### Quality of Earnings

Cash Realization Ratio =  $\frac{[\text{Cash Flow From Operations}] / [\text{Net Income}]}{}$

Asset Replacement Ratio =  $\frac{[\text{Capex}] / [\text{Depreciation}]}{}$

Tax Rate =  $\frac{[\text{Tax Charge}] / [\text{Pre-Tax Income}]}{}$

Net Debt-to-Equity Ratio =  $\frac{[\text{Net Debt} = \text{Total Debt, Less Cash \& Equiv}] / [\text{Total Equity}]}{}$

Interest Cover =  $\frac{[\text{EBIT}] / [\text{Interest Expense}]}{}$

#### Valuation

Price / Book Value =  $\frac{[\text{Current Sh Price}] / [\text{Shareholders' Equity} / \text{Current Basic Sh}]}{}$

Dividend Yield =  $\frac{[\text{Annualized Declared Cash Div}] / [\text{Current Sh Price}]}{}$



Hawaiian Electric Industries Inc. - 28 July 2005

### Higher Costs and Smaller Spreads

HE reported Q2 EPS of \$0.35 vs. \$0.44 last year and our estimate of \$0.40. Higher utility O&M and pension costs, as well as the absence of bank loan loss reserve reversals and narrower interest spreads reduced Q2 earnings. Although cooling degree days were nearly 11% higher in 2005, retail electricity sales grew only 1.8%. We had expected better sales growth due to the weather.

#### ■ Maintaining Estimates

We are maintaining our 2005E EPS of \$1.45. Although costs have hurt results in the first half, we believe that HE will be able to recover some ground in Q4, when interim rates at the Oahu utility may come into effect. We expect earnings from the bank operation to remain stagnant as long as the yield curve stays flat. Our 2006E of \$1.65 per share assumes a reasonable outcome to the rate case (+\$0.15) and modest utility and bank earnings growth (\$0.05).

#### ■ Stock Still Expensive

We reiterate our Sell rating based on a sum-of-the-parts valuation. Our 2006 earnings estimate assumes utility earnings of \$1.20, bank earnings of \$0.70 and corporate drag of \$0.25. We value the utility and corporate drag at a sector-average 15.2x multiple to come to a value of about \$14.50. At the current stock price, this would imply a value of the bank of about \$13, which we believe is excessive on most valuation metrics. Pure play thrifts trade at approximately 11x 2006 earnings, which would put ASB's value at about \$8. Alternatively, at 2x tangible book value of \$445 (as of Q1), the bank would be worth about \$11. Consequently, we believe a theoretical fair value of the company is in the \$25 range.

### Higher Costs Continue to Drag on Utility and Bank

Tight supply conditions have forced HE to run its peaking units more frequently than usual, leading to increased maintenance due to the additional wear on these plants. HE expects these elevated spending levels to continue as conditions remain tight, potentially until HE is able to build a new diesel or naphtha peaking power plant in 2009. In the meantime, HE will attempt to minimize demand increases through demand-side management and combined heat and power programs.

**Rate Case Could Help Offset Some Costs:** HE's Oahu utility is currently in a rate proceeding, requesting a \$98.6M rate increase (\$74.2M net of existing DSM programs) to offset some of the elevated costs and earn an 11.5% ROE on a \$1.1B rate base. We believe that this rate case will offset a significant portion of the elevated O&M costs, although it may not be enough to offset the full amount. Intervenor testimony on the request will be made public shortly. Hearings are set for mid-September, and an interim decision could come by late October or early

November, potentially giving HE some rate relief before year-end.

#### *Flat Yield Curve Beginning to Weigh on Bank*

American Savings Bank's interest spread fell to 3.01%, from 3.08% last year and down from 3.25% in the first quarter. Although ASB's deposits rose year-over-year, the flatter yield curve offset much of the growth in loans and deposits. We believe that the flat yield curve will continue to hamper bank results, and if the fed continues to raise short-term rates while long-term rates change little, there is risk of an inverted yield curve, worsening the situation. If long-term rates begin to rise, the bank's interest rate spread could improve, but potentially at the expense of pressure on utility's valuation.

### Earnings Review

**Q2 2005: Reported \$0.35 vs. \$0.14. Operating \$0.35 vs. \$0.44.**

*Adjustments:* 2004 adverse tax court decision \$0.30.

**Twelve Months Ended June 2005: Reported \$1.47 vs. \$1.44. Operating \$1.37 vs. \$1.68.**

*Adjustments:* 2005 \$0.05 gain on CDO sale; \$0.05 gain on lawsuit outcome reversal. 2004 adverse tax court decision \$0.30; \$0.08 gain on lawsuit settlement; \$0.03 Keahole settlement charge; \$0.01 gain on opacity violation reversal.

Table 1: HE Q2 Segment Operating Earnings

	Q2 2005	Q2 2004
Electric Utility	\$ 0.24	\$ 0.27
American Savings Bank	0.17	0.21
Corporate Expense	(0.06)	(0.04)
Total	\$ 0.35	\$ 0.44

Source: HE

**Electric Utility:** Second quarter earnings fell to \$0.24 vs. \$0.27 last year, mainly due to higher O&M and pension costs, which were a \$0.07 drag in the quarter. These higher costs were partially offset by 1.8% retail sales growth.

**American Savings Bank:** Q2 operating earnings were \$0.17 vs. \$0.21 last year. Net interest income rose slightly, to \$48.8M from \$48M as an increase in core deposits and loans just offset the margin compression. There was no provision for loan losses in 2005, but ASB reversed \$3M of loan loss reserves in 2004. Fee income also declined slightly.

### Analyst Certification

I, Steve Fleishman, hereby certify that the views expressed in this research report accurately reflect my personal views about the subject securities and issuers. I also certify that no part of my compensation was, is, or will be, directly or indirectly, related to the specific recommendations or view expressed in this research report.

Hawaiian Electric Industries Inc. - 28 July 2005



Table 2: HE Projected Income Statement

	2000A	2001A	2002A	2003A	2004A	2005E	2006E
<b>Revenues</b>							
Electric utility	1,277.2	1,289.3	1,257.2	1,396.7	1,550.7	1,589.4	1,649.2
Other	4.3	(6.6)	(2.7)	4.0	3.5	3.0	0.0
<b>Total Revenues Ex ASB</b>	<b>1,281.4</b>	<b>1,282.7</b>	<b>1,254.4</b>	<b>1,400.7</b>	<b>1,554.2</b>	<b>1,592.4</b>	<b>1,649.2</b>
<b>Utility Expenses</b>							
Fuel & Purchased Power	674.1	684.6	637.1	756.6	882.3	899.9	922.4
O&M	181.0	174.6	198.5	216.3	234.5	253.3	255.8
Depreciation & Amortization	107.3	113.4	105.4	110.6	114.9	121.4	127.1
Taxes Other Than Income	119.8	120.9	120.1	130.7	143.8	147.4	151.1
Other	1.8	1.8	1.2	2.1	1.2	1.2	1.2
<b>Total Electric utility</b>	<b>1,084.1</b>	<b>1,095.4</b>	<b>1,062.2</b>	<b>1,216.2</b>	<b>1,376.8</b>	<b>1,423.2</b>	<b>1,457.7</b>
<b>Other Expenses</b>	<b>9.9</b>	<b>13.2</b>	<b>18.7</b>	<b>19.1</b>	<b>17.1</b>	<b>17.5</b>	<b>18.0</b>
<b>ASB</b>							
Interest Income	423.6	399.7	346.2	312.8	307.1	322.5	338.6
Interest Expense	238.9	213.6	152.9	123.3	112.8	118.4	124.3
<b>Net Interest Income</b>	<b>184.7</b>	<b>186.1</b>	<b>193.3</b>	<b>189.5</b>	<b>194.3</b>	<b>204.0</b>	<b>214.3</b>
Provision for loan losses	13.1	12.5	9.8	3.1	(8.4)	0.0	3.5
Other Expense (Income)	(27.3)	(45.0)	(53.0)	(54.4)	(57.2)	(57.2)	(57.2)
D&A	9.7	14.4	0.0	0.0	0.0	0.0	0.0
SG&A	119.2	122.0	143.7	152.2	154.9	158.6	162.4
<b>Total Expenses ASB</b>	<b>114.7</b>	<b>104.0</b>	<b>100.5</b>	<b>100.8</b>	<b>89.4</b>	<b>101.5</b>	<b>108.8</b>
<b>Operating income (loss)</b>							
Electric utility	193.1	193.9	195.0	180.5	173.9	166.2	191.5
Bank	70.0	82.1	92.9	88.7	105.0	102.6	105.5
Other	(5.6)	(19.9)	(21.4)	(15.1)	(13.6)	(14.5)	(18.0)
<b>Total Operating income (EBIT)</b>	<b>257.5</b>	<b>256.2</b>	<b>266.4</b>	<b>254.1</b>	<b>265.3</b>	<b>254.3</b>	<b>279.0</b>
<b>EBITDA</b>	<b>376.4</b>	<b>385.7</b>	<b>371.9</b>	<b>364.6</b>	<b>380.2</b>	<b>375.6</b>	<b>406.1</b>
Interest expense- other than bank	(77.3)	(78.7)	(72.3)	(69.3)	(77.2)	(77.2)	(77.2)
AFUDC - debt	2.9	2.3	1.9	1.9	2.5	2.5	2.5
Preferred stock dividends of subsidiaries	(2.0)	(2.0)	(2.0)	(2.0)	(1.9)	(1.9)	(1.9)
Preferred securities distributions of trust subsidiaries	(16.0)	(16.0)	(16.0)	(16.0)	0.0	0.0	0.0
AFUDC - equity	5.4	4.2	4.0	4.3	5.8	5.8	5.8
<b>Income from continuing operations before income taxes</b>	<b>170.5</b>	<b>165.9</b>	<b>181.9</b>	<b>172.9</b>	<b>194.5</b>	<b>183.5</b>	<b>208.2</b>
Income taxes	61.2	58.2	63.7	60.7	69.8	66.1	75.0
<b>Income from continuing operations</b>	<b>109.3</b>	<b>107.7</b>	<b>118.2</b>	<b>112.2</b>	<b>124.7</b>	<b>117.5</b>	<b>133.3</b>
Extraordinary/One-time items	0.0	0.0	0.0	5.8	(17.0)	0.0	0.0
<b>Net Income Reported</b>	<b>45.7</b>	<b>83.7</b>	<b>118.2</b>	<b>114.2</b>	<b>109.6</b>	<b>117.5</b>	<b>133.3</b>
<b>EPS from Continuing operations</b>	<b>\$ 1.68</b>	<b>\$ 1.59</b>	<b>\$ 1.62</b>	<b>\$ 1.50</b>	<b>\$ 1.56</b>	<b>\$ 1.45</b>	<b>\$ 1.65</b>
<b>EPS Reported</b>	<b>0.70</b>	<b>1.23</b>	<b>1.62</b>	<b>1.52</b>	<b>1.38</b>	<b>1.45</b>	<b>1.65</b>
Basic Shares Outstanding	65.1	67.5	72.6	74.8	79.6	80.6	80.6
Diluted Shares Outstanding	65.2	67.9	73.0	75.0	79.7	81.0	81.0

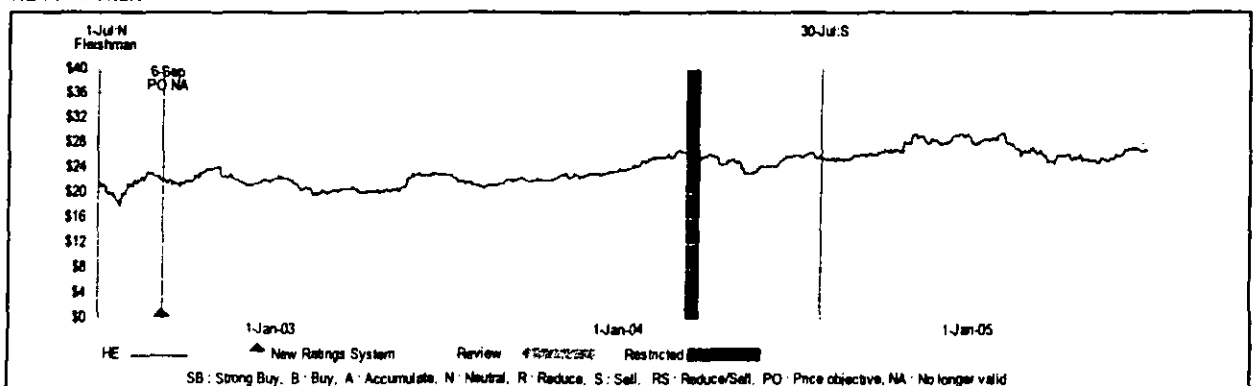
Source: HE and ML estimates



Hawaiian Electric Industries Inc. ~ 28 July 2005

## Important Disclosures

HE Price Chart



From 8 Dec. 2001 to 6 Sep. 2002, the Investment Opinion System included: Strong Buy, Buy, Neutral, and Reduce/Sell. On 6 Sep. 2002, Strong Buy and Buy ratings became Buy, and Reduce/Sell became Sell. Any exceptions to these rating revisions are reflected in the chart. All price objectives for Neutral and Sell rated securities established before 6 Sep. 2002 were eliminated as of that date. The current Investment Opinion System is contained at the end of the report under the heading "Fundamental Equity Opinion Key". Dark Grey shading indicates the security is restricted with the opinion suspended. Light Grey shading indicates the security is under review with the opinion withdrawn. Chart current as of June 30, 2005.

Hawaiian Electric Industries Inc. - 28 July 2005



**Investment Rating Distribution: Utilities Group (as of 30 June 2005)**

Coverage Universe	Count	Percent
Buy	35	31.82%
Neutral	67	60.91%
Sell	8	7.27%

Inv. Banking Relationships*	Count	Percent
Buy	20	57.14%
Neutral	28	41.79%
Sell	2	25.00%

**Investment Rating Distribution: Global Group (as of 30 June 2005)**

Coverage Universe	Count	Percent
Buy	1089	40.91%
Neutral	1378	51.77%
Sell	195	7.33%

Inv. Banking Relationships*	Count	Percent
Buy	359	32.97%
Neutral	404	29.32%
Sell	36	18.46%

\* Companies in respect of which MLPF&S or an affiliate has received compensation for investment banking services within the past 12 months.

**FUNDAMENTAL EQUITY OPINION KEY:** Opinions include a Volatility Risk Rating, an Investment Rating and an Income Rating. **VOLATILITY RISK RATINGS,** indicators of potential price fluctuation, are: A - Low, B - Medium, and C - High. **INVESTMENT RATINGS,** indicators of expected total return (price appreciation plus yield) within the 12-month period from the date of the initial rating, are: 1 - Buy (10% or more for Low and Medium Volatility Risk Securities - 20% or more for High Volatility Risk Securities); 2 - Neutral (0-10% for Low and Medium Volatility Risk Securities - 0-20% for High Volatility Risk Securities); 3 - Sell (negative return); and 6 - No Rating. **INCOME RATINGS,** indicators of potential cash dividends, are: 7 - same/higher (dividend considered to be secure); 8 - same/lower (dividend not considered to be secure); and 9 - pays no cash dividend.

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Fundamental equity reports are produced on a regular basis as necessary to keep the investment recommendation current.



Comment

United States  
Electric Utilities

4 May 2005

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## Hawaiian Electric Industries Inc.

Still Facing Higher Costs

**SELL**

Reason for Report: Reducing 2005E EPS on Weak Q1,  
Maintain Sell

Volatility Risk:  
**LOW**

Price: **\$25.28**

Estimates (Dec)	2004A	2005E	2006E
EPS:	\$1.56	\$1.45	\$1.65
P/E:	16.2x	17.4x	15.3x
GAAP EPS:	\$1.38	\$1.45	\$1.65
GAAP P/E:	18.3x	17.4x	15.3x
EPS Change (YoY):		-7.1%	13.8%
Consensus EPS:		\$1.57	\$1.75
(First Call: 26-Apr-2005)			
Q EPS (I):	\$0.40	\$0.30	
Cash Flow/Share:	\$3.03	\$3.19	\$3.50
Price/Cash Flow:	8.3x	7.9x	7.2x
Dividend Rate:	\$1.24	\$1.24	\$1.24
Dividend Yield:	4.9%	4.9%	4.9%

### Opinion & Financial Data

Investment Opinion:	A-3-7
Mkt. Value / Shares Outstanding (mm):	\$2,047.7 / 81
Price/Book Ratio:	NM
ROE 2005E Average:	9.6%
Total Debt / Capital:	48.5%
Est. 5 Year EPS Growth:	2.5%
Est. 5 Year Dividend Growth:	0.0%

### Stock Data

52-Week Range:	\$29.79-\$22.97
Symbol / Exchange:	HE / New York
Institutional Ownership-Vickers:	32.4%
Brokers Covering (First Call):	7

### Highlights:

- **HE reported Q1 earnings of \$0.30 per share vs. \$0.40 last year.** This was below our \$0.38 estimate as costs due to higher utility O&M were above expectations. Milder weather also led to lower retail electric sales.
- **Higher operating costs were a drag on Q1.** Maintenance related to an unplanned outage at a peaking unit late last year carried on through Q1, adding about \$2.5M of maintenance costs. The utility also had higher benefit costs, other T&D maintenance costs, and depreciation expense.
- **HE's rate case continues to progress.** The \$98M request would allow the Oahu utility to earn an 11.5% ROE (compared to an earned ROE of about 8.5% in 2004). Testimony is scheduled for the third quarter, and a decision is expected in the fourth quarter.
- **Reducing 2005E, maintaining 2006E EPS.** Based on the lower than expected earnings in the quarter we are reducing our 2005E EPS to \$1.45 from \$1.50/sh. Earnings comparisons over the remainder of the year will remain difficult as 2004 benefited from warmer than normal weather and loan loss reserve reversals. We are maintaining our 2006E EPS of \$1.65, which assumes a reasonable outcome to the rate case and the absence of the plant maintenance in the first quarter.
- **Pressures of rising interest rates.** HE faces a double-edged sword with respect to the rising short-term interest rates. If long-term rates stay flat and the yield curve flattens, the bank could face tighter margins on the lower spread. If long-term rates rise, bond proxy utilities such as HE could come under selling pressure.
- **Maintaining Sell.** On a sum of the parts basis we value share of HE at about \$24. This assumes a utility and parent value of about \$13, and a value of the bank of \$11.

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Refer to important disclosures on pages 4 to 5. Analyst Certification on page 3.



Hawaiian Electric Industries Inc. - 4 May 2005



# *iQprofile*<sup>SM</sup> Hawaiian Electric Industries Inc.

Key Income Statement Data (Dec)	2003A	2004A	2005E	2006E
(USD Millions)				
Sales	1,401	1,554	1,592	1,649
Gross Profit	834	866	897	941
Sell General & Admin Expense	(387)	(407)	(429)	(436)
EBITDA	365	380	376	406
Depreciation & Amortization	(111)	(115)	(121)	(127)
Net Interest & Other Income	(81)	(71)	(71)	(71)
Tax Expense / Benefit	(61)	(70)	(66)	(75)
Net Income (Adjusted)	112	125	117	133
Average Fully Diluted Shares Outstanding	75	80	81	81
Key Cash Flow Statement Data				
Net Income (GAAP)	112	125	117	133
Depreciation & Amortization	111	115	121	127
Change in Working Capital	(32)	2	0	0
Deferred Taxation Charge				
Other Adjustments, Net	47	2	19	39
Cash Flow from Operations	238	244	258	299
Capital Expenditure	(163)	(215)	(193)	(165)
(Acquisition) / Disposal of Investments				
Other Cash Inflow (Outflow)	(159)	(326)	0	0
Cash Flow from Investing	(322)	(540)	(183)	(165)
Share Issue / (Repurchase)	14	110	0	0
Cost of Dividends Paid	(75)	(94)	(100)	(100)
Cash Flow from Financing	123	187	(100)	(100)
Net Debt	841	1,111	1,105	1,086
Change in Net Debt	(78)	(16)	35	(34)
Key Balance Sheet Data				
Property, Plant & Equipment	2,312	2,422	2,494	2,532
Other Non-Current Assets	94	91	91	91
Trade Receivables	188	209	209	209
Cash & Equivalents	223	132	139	157
Other Current Assets	6,328	6,715	6,600	6,600
Total Assets	9,144	9,569	9,532	9,589
Long-Term Debt	1,064	1,167	1,167	1,167
Other Non-Current Liabilities	227	230	227	227
Short-Term Debt	0	77	77	77
Other Current Liabilities	6,587	6,892	6,844	6,867
Total Liabilities	7,878	8,365	8,315	8,337
Total Equity	1,323	1,245	1,263	1,296
Total Equity & Liabilities	9,201	9,611	9,577	9,633
<i>iQmethod</i> <sup>SM</sup> - Business Performance				
Return On Capital Employed	6.4%	6.5%	6.1%	6.6%
Return On Equity	10.5%	10.8%	9.6%	10.7%
Operating Margin	18.1%	17.1%	16.0%	16.9%
Free Cash Flow	75	30	65	134
<i>iQmethod</i> <sup>SM</sup> - Quality of Earnings				
Cash Realization Ratio	2.1x	2.0x	2.2x	2.2x
Asset Replacement Ratio	1.5x	1.9x	1.6x	1.3x
Tax Rate	35.1%	35.9%	36.0%	36.0%
Net Debt-to-Equity Ratio	63.6%	89.2%	87.5%	83.8%
Interest Cover	3.7x	3.4x	3.3x	3.6x

## *iQmethod*<sup>SM</sup>

*iQmethod* is the set of Merrill Lynch standard measures that serve to maintain global consistency under three broad headings: Business Performance, Quality of Earnings, and Valuation.

The key features of *iQmethod* are:

- A consistently structured, detailed, and transparent methodology.
- Guidelines to maximize the effectiveness of the comparative valuation process, and to identify some common pitfalls.

## *iQdatabase*<sup>SM</sup>

The *iQdatabase* is our real-time global research database that is sourced directly from our equity analysts' earnings models and includes forecasted as well as historical data for income statements, balance sheets, and cash flow statements for companies covered by Merrill Lynch.

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## *iQmethod*<sup>SM</sup> Measures Definitions

### Business Performance

Return On Capital Employed =  $\frac{[NOPAT = (EBIT + Interest Income) * (1 - Tax Rate) + Goodwill Amortization] / [Avg (Total Assets - Current Liabilities + ST Debt + Accumulated Goodwill Amortization)]}{}$

Return On Equity =  $\frac{[Net Income] / [Avg Shareholders' Equity]}{}$

Operating Margin =  $\frac{[Operating Profit] / [Sales]}{}$

Earnings Growth =  $\frac{[Expected 5-Year CAGR From Latest Actual] or the analysts' estimate of the sustainable growth rate}{}$

Free Cash Flow =  $\frac{[Cash Flow From Operations - Total Capex]}{}$

### Quality of Earnings

Cash Realization Ratio =  $\frac{[Cash Flow From Operations] / [Net Income]}{}$

Asset Replacement Ratio =  $\frac{[Capex] / [Depreciation]}{}$

Tax Rate =  $\frac{[Tax Charge] / [Pre-Tax Income]}{}$

Net Debt-to-Equity Ratio =  $\frac{[Net Debt + Total Debt, Less Cash & Equiv] / [Total Equity]}{}$

Interest Cover =  $\frac{[EBIT] / [Interest Expense]}{}$

### Valuation

Price / Book Value =  $\frac{[Current Sh Price] / [Shareholders' Equity / Current Basic Sh]}{}$

Dividend Yield =  $\frac{[Annualized Declared Cash Div] / [Current Sh Price]}{}$



Hawaiian Electric Industries Inc. - 4 May 2005

## Tough Start to the Year

HE reported Q1 earnings of \$0.30 vs. \$0.40, well below our estimate of \$0.38. Earnings declined year-over-year as a result of higher utility maintenance costs and milder weather that lowered retail sales. Higher net income at the bank was a partial offset.

The main reason for the higher O&M costs was unscheduled plant maintenance. In the fourth quarter of 2004, the Wai'au 9 peaking unit went into an unscheduled outage and work associated with bringing the plant back into service continued until early April. The unit is back up, the cost of the outage in the first quarter was about \$2.5M.

### ■ Oahu Rate Case Ongoing

HE's Oahu utility is currently seeking a rate increase of about \$98M. Much of the request is for demand-side management programs, recovery of some higher O&M costs, and a request to contract for additional purchased power. However, as the utility earned an ROE of only about 8.5% last year, HECO is requesting an 11.5% ROE. We estimate that every 100bp of additional ROE would positively impact earnings by about \$0.05. Hearings are scheduled for the third quarter, and an order is expected in the fourth quarter.

### ■ Double Edged Sword of Interest Rates

HE's combination of a utility and a bank tends to expose the company to rising interest rates. If the yield curve flattens, with short-term rates moving up while long-term rates staying relatively flat, then the bank would face tightening margins. On the other hand, if long-term rates move up along with short-term rates, then the bond proxy utility stocks, along with HE's utility operation, could come under selling pressure.

### ■ Lowering 2005E on Weak Q1; Maintaining 2006E

We are lowering our 2005E EPS to \$1.45 from \$1.50 due to the lower than expected first quarter earnings. Also, we note that weather in 2004 was about 8% warmer than normal, which suggests normal weather could continue to restrain retail sales growth over the rest of 2005. Further, in the last three quarters of 2004 HE reversed a total of \$6.8M of loan loss reserves (about \$0.05) - a benefit we do not expect will recur. Finally, employee benefit expense will continue to be higher over 2004 levels.

We are maintaining our 2006E EPS of \$1.65, which assumes about \$0.15/sh of benefit related to a reasonable outcome to the rate case, and lower maintenance costs as some of the plant overhauling costs in Q1-05 are not expected to recur.

## Reiterate Sell on Valuation

We reiterate our Sell rating on the shares of HE. Although the stock has underperformed the group over the past year,

Refer to important disclosures on pages 4 to 5.

we believe that a sum of the parts valuation continues to suggest a fair value of HE in the \$24 range. We believe that the utility and parent combined are worth about \$13 (which incorporates higher earnings stemming from the rate case). And at a generous 2x tangible book value, the bank would be worth about \$11.00.

## Q1 Earnings Review

Q1 2005: Reported and Operating \$0.30 vs. \$0.40.

12 Months Ended March 2005: Reported \$1.26 vs. \$1.60. Operating \$1.46 vs. \$1.60.

Adjustments: 2005 \$0.05 gain on CDO sale; net tax litigation reserve \$0.24.

Table 1: HE Q1 Segment Earnings

	Q1 2005	Q1 2004
Electric Utility	\$0.15	\$0.26
Bank	0.22	0.21
Other	(0.07)	(0.07)
Total	\$0.30	\$0.40

Source: Hawaiian Electric Industries

Utility: Net income for the utility operations was \$12.4M vs. \$20M last year. Earnings declined as a result of continued maintenance at a peaking unit (\$2.5M pretax), higher employee benefit costs, costs related to line inspections, and Sarbanes-Oxley expenses, and higher depreciation. Retail sales fell 0.9% due to much more mild weather, partially offset by economic growth and tourist demand.

Bank: Net income for American Savings Bank grew to \$17.8M vs. \$15.9M on better loan margins and a \$3.1M reversal of a loan reserve. Partial offsets were higher G&A costs relating to a tax reserve, SOX compliance, and benefit costs. Despite pressure from a flattening yield curve, the yield spread widened to 3.29% as the company realized higher interest income on mortgage related securities due to lower premium amortization.

## Analyst Certification

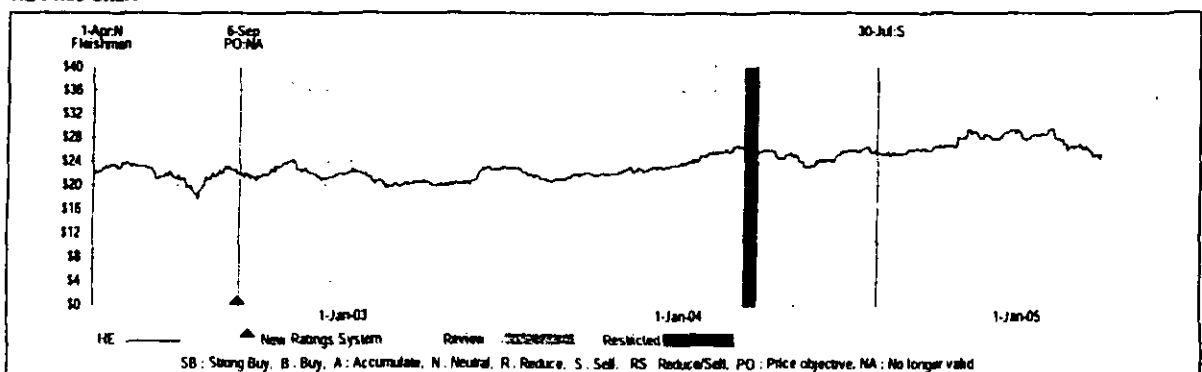
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Hawaiian Electric Industries Inc. - 4 May 2005



## Important Disclosures

HE Price Chart





Hawaiian Electric Industries Inc. - 4 May 2005

Investment Rating Distribution: Utilities Group (as of 31 March 2005)					
Coverage Universe	Count	Percent	Inv. Banking Relationships*	Count	Percent
Buy	34	30.91%	Buy	18	52.94%
Neutral	67	60.91%	Neutral	33	49.25%
Sell	9	8.18%	Sell	2	22.22%
Investment Rating Distribution: Global Group (as of 31 March 2005)					
Coverage Universe	Count	Percent	Inv. Banking Relationships*	Count	Percent
Buy	1060	39.91%	Buy	368	34.72%
Neutral	1379	51.92%	Neutral	403	29.22%
Sell	217	8.17%	Sell	44	20.28%

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Comment

United States  
Electric Utilities

9 February 2005

Steven I. Fleishman  
(1) 212 449-0926

Alex Kania  
(1) 212 449-7908

# Hawaiian Electric Industries Inc.

Interest Rates are a Double-Edged Sword

**SELL**

Reason for Report: 2004 Earnings Miss; Reiterate Sell;  
Lowering 2005 Estimates

Volatility Risk:  
**LOW**

Price: **\$28.25**

Estimates (Dec)	2004A	2005E	2006E
EPS:	\$1.56	\$1.50	\$1.65
P/E:	18.1x	18.8x	17.1x
GAAP EPS:	\$1.38	\$1.30	\$1.65
GAAP P/E:	20.5x	18.8x	17.1x
EPS Change (YoY):		-3.8%	10.0%
Cash Flow/Share:	\$3.21	\$3.30	\$3.53
Price/Cash Flow:	8.8x	8.6x	8.0x
Dividend Rate:	\$1.24	\$1.24	\$1.24
Dividend Yield:	4.4%	4.4%	4.4%

## Opinion & Financial Data

Investment Opinion:	A-3-7
Mkt. Value / Shares Outstanding (mm):	\$2,288.3 / 81
Book Value/Share (Dec-2004):	\$12.72
Price/Book Ratio:	2.2x
Total Debt / Capital:	48.5%
Est. 5 Year EPS Growth:	2.5%
Est. 5 Year Dividend Growth:	0.0%

## Stock Data

52-Week Range:	\$29.79-\$22.97
Symbol / Exchange:	HE / New York
Institutional Ownership-Vickers:	31.8%

## Highlights:

- HE reported 2004 operating EPS of \$1.56 vs. \$1.50 last year and our estimate of \$1.70. Earnings were below our estimate as a result of \$0.12/sh of higher utility O&M costs in Q4 mainly related to plant outages. Q4 EPS was \$0.26 vs. \$0.43.
- The Oahu utility filed for a \$98M rate increase during Q4, seeking an ROE of 11.5%. Because the utility had an earned ROE of only 8.5% in 2004, we believe it is in a good position going into the rate case. We estimate that an outcome at its current allowed ROE could be \$0.15 accretive to earnings, though a decision would not likely affect earnings until 2006.
- Given a lower 2004 earnings base and continued cost pressures, we are lowering our 2005E to \$1.50 from \$1.60. Further, we do not believe there will be further loan loss reversals, which were a \$0.06 benefit in 2004. We also expect continued pressure on bank margins with a flattening yield curve.
- We are initiating a 2006E of \$1.65, which assumes a reasonable outcome to the Oahu rate case and normal utility growth. We assume modest bank growth, based on continued pressure from a flat yield curve.
- We believe HE's stock is currently facing a double-edged sword with respect to interest rates. If long-term rates remain low and the yield curve continues to flatten, the bank will face narrowing margins. While a steepening of the yield curve would help the bank, rising rates could hurt bond proxy utility stocks in this scenario.
- We maintain our Sell rating on the shares of HE, which trade at 18.8x our revised 2005E – a 25% premium to the group average. Despite a slightly higher than average dividend yield, we believe that the stock's fair value is in the \$24-\$25 range on a sum of the parts basis.

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Refer to important disclosures on pages 3 to 4. Analyst Certification on page 3.

Hawaiian Electric Industries Inc. - 9 February 2005



## 2004 Earnings Review

**Fourth Quarter 2004:** Reported \$0.31 vs. \$0.50;  
Operating \$0.26 vs. \$0.43.

**Adjustments:** 2004 \$0.05 gain on reversal of legal reserve.  
2003 \$0.05 net gain on lawsuit settlement; \$0.02 loss on  
opacity penalty.

**Full Year 2004:** Reported \$1.38 vs. \$1.53. Operating  
\$1.56 vs. \$1.50.

**Adjustments:** 2004 \$0.02 earnings from discontinued  
operations; \$0.25 REIT tax lawsuit reserve; \$0.05 gain on  
CDO sale. 2003 \$0.05 discontinued operations loss;  
\$0.05 net gain on lawsuit settlement; \$0.03 opacity  
violation charge.

Table 1: Segment EPS Breakdown

	Q4 '04	Q4 '03	2004	2003
Utility	\$ 0.16	\$ 0.31	\$ 1.02	\$ 1.09
Bank	\$ 0.16	\$ 0.18	\$ 0.77	\$ 0.72
Other	\$ (0.06)	\$ (0.06)	\$ (0.23)	\$ (0.31)
Total	\$ 0.26	\$ 0.43	\$ 1.56	\$ 1.50

Source: HE and ML estimates

## Costs Hamper 2004

Hawaiian Electric reported 2004 operating earnings of \$1.56 vs. \$1.50 last year and our estimate of \$1.70. Earnings grew primarily as a result of 2.9% retail sales growth stemming from increased tourism and warmer weather. The reversal of loan loss reserves (\$0.06) was the main reason for the increase in bank net income, though the bank was able to offset the narrowing interest rate spread by managing the duration of its loan portfolio. Utility O&M rose significantly as a result of plant overhauls and reliability spending, although some of this spending is not expected to recur in 2005. However, HE expects rising pension and other O&M costs to rise in 2005.

Fourth quarter earnings came in at \$0.26 vs. \$0.43/sh. Despite higher bank income from a change in the amortization of mortgage securities, higher expenses related to an unscheduled plant outage and reliability spending cut utility earnings nearly in half.

### ■ Utility

EPS from utility operations in 2004 were \$1.02 vs. \$1.09 in 2003. Retail sales grew 2.9%, mainly as a result of improved tourism and economic growth. Employee benefit costs were also lower (+\$0.06), as was interest expense (+\$0.02). However, earnings declined overall as a result of higher O&M related to plant overhauls and reliability spending (-\$0.10) and other G&A (-\$0.07). Other G&A items included higher IT spending, insurance reserves and Sarbanes-Oxley compliance costs. Depreciation expense also increased due to additional plant in service (\$0.03).

For the fourth quarter, utility earnings fell to \$0.16 vs. \$0.31, mainly due to the plant maintenance (-\$0.08) and

higher other O&M (-\$0.04). This much higher level of O&M costs came as a peaking unit had an unscheduled outage, and the company elected to move the planned maintenance of this unit ahead into 2004. Higher spending on reliability upgrades also occurred in the quarter. We believe that much of these costs should not be expected to recur in 2005, although HE did note that there would be some elevated overhaul and Sarbanes-Oxley costs continuing into Q1.

### ■ American Savings Bank

Excluding the tax lawsuit impact in 2004, bank earnings were \$0.77/sh vs. \$0.72 last year. Bank EPS increased year-over-year due to loan loss reversals totaling \$0.06 in 2004, compared to loss reserves of \$0.03 taken in 2003. Despite a flattening yield curve throughout 2004, the bank was able to keep its interest rate spread at 3.08%, mainly due to changes in its lending portfolio.

For the fourth quarter, however, the interest rate spread fell from 3.16% to 3.08%, demonstrating the recent adverse movements in interest rates. Bank EPS for the quarter was \$0.16 vs. \$0.18, excluding the gain on the tax suit settlement. Operating results for the quarter were positively impacted by the \$0.02 benefit from lower amortization of mortgage securities, loan portfolio growth, and higher debit card fees, which offset much of the yield spread pressure.

### ■ Rate Case for Oahu During 2005

In November, HE filed a rate case for its Oahu utility, seeking a \$98M rate increase on an 11.5% ROE. While much of the rate request is for energy efficiency rebates and would not affect earnings; the remaining request is for recovery of investments made since the last rate case in 1995. As the utility earned an ROE of only 8.5% in 2004, we believe that HE comes in to the rate case in a relatively good position given its currently allowed ROE is 11.4%. The rate case schedule is expected to take most of the year. Hearings are scheduled for the third quarter, and any interim rate changes could be effective sometime in the fourth quarter.

## Earnings Estimates Reduced

Given lower 2004 base earnings and continuing cost pressures, we are lowering our 2005E to \$1.50 from \$1.60/sh. We estimate that about half, or \$0.06/sh, of the elevated O&M related to the plant outages and reliability spending persists in 2005, and higher pension (\$0.06) and Sarbanes-Oxley costs will also pressure earnings. We expect no loan loss reversals in 2005 (\$0.06), and believe that as the loan portfolio grows, additional loan loss expense may occur. We expect the bank to continue to face margin compression due to the flattening yield curve, although cost management and loan portfolio growth could offset some of that pressure. We also assume utility growth of about 2.5%.



Hawaiian Electric Industries Inc. – 9 February 2005

We are initiating a 2006E of \$1.65/sh. The biggest earnings driver in 2006 will be the outcome of the Oahu utility's rate case. For 2004, HECO's earned return of equity was only 8.5% vs. its allowed ROE of 11.4%. We believe that if HECO were able to earn its current allowed ROE, utility earnings could increase by up to \$0.15/sh. However, the low interest rate environment could result in a lower ROE. We estimate that a 100bps change in HECO's ROE would impact earnings by about \$0.05. We also assume normal utility growth, flat O&M costs and a stabilized yield spread in 2006.

#### Reiterate Sell

We are maintaining our Sell rating on the stock, which currently trades at 18.8x our revised 2005E – a full 25% premium to the group average of 15.1x. Although the dividend yield is slightly above the group average and utility growth has strengthened, we believe the stock's high current valuation is unwarranted.

Even assuming that a favorable outcome to HECO's rate case, we believe that the utility operation is currently worth about \$16/sh (14x our 2006 utility earnings estimate of \$1.15). The bank, at a generous 2x an estimated tangible book value of \$400M, yields a value of about \$10. This totals \$26/sh, and *excludes* all parent and other expenses, which totaled \$18.5M or \$0.23/sh in 2004. We believe fair value of HE lies in the \$24-\$25 range.

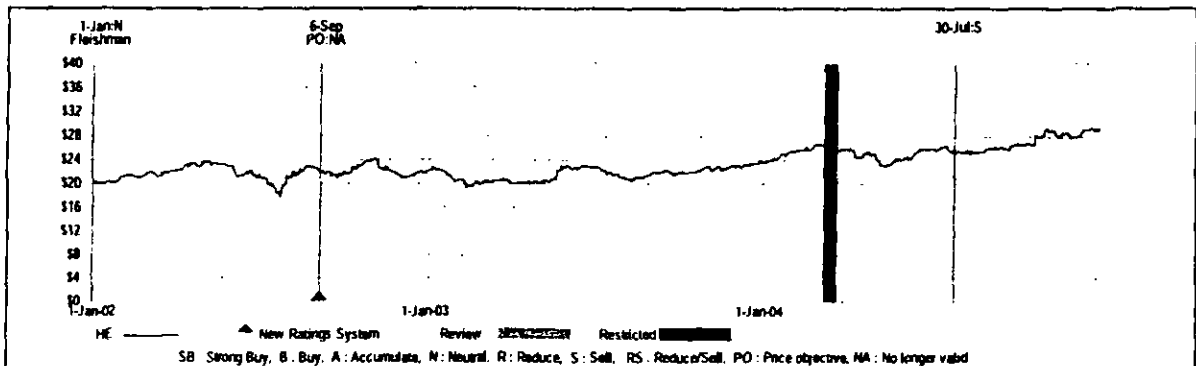
We believe HE's stock is currently facing a double-edged sword with respect to interest rates. If long-term rates remain low and the yield curve continues to flatten, the bank would face narrowing margins. While a steepening yield curve would help the bank, rising long-term interest rates would hurt bond proxy utility stocks such as HE in this scenario.

#### Analyst Certification

I, Steve Fleishman, hereby certify that the views expressed in this research report accurately reflect my personal views about the subject securities and issuers. I also certify that no part of my compensation was, is, or will be, directly or indirectly, related to the specific recommendations or view expressed in this research report.

### Important Disclosures

HE Price Chart



From 8 Dec. 2001 to 6 Sep. 2002, the Investment Opinion System included: Strong Buy, Buy, Neutral, and Reduce/Sell. On 6 Sep. 2002, Strong Buy and Buy ratings became Buy, and Reduce/Sell became Sell. Any exceptions to these rating revisions are reflected in the chart. All price objectives for Neutral and Sell rated securities established before 6 Sep. 2002 were eliminated as of that date. The current Investment Opinion System is contained at the end of the report under the heading "Fundamental Equity Opinion Key". Dark Grey shading indicates the security is restricted with the opinion suspended. Light Grey shading indicates the security is under review with the opinion withdrawn.

Hawaiian Electric Industries Inc. - 9 February 2005



Investment Rating Distribution: Utilities Group (as of 31 December 2004)			Inv. Banking Relationships*		
Coverage Universe	Count	Percent		Count	Percent
Buy	30	28.85%	Buy	14	46.67%
Neutral	65	62.50%	Neutral	30	46.15%
Sell	8	8.65%	Sell	2	22.22%
Investment Rating Distribution: Global Group (as of 31 December 2004)			Inv. Banking Relationships*		
Coverage Universe	Count	Percent		Count	Percent
Buy	1054	40.45%	Buy	383	36.34%
Neutral	1339	51.38%	Neutral	382	28.53%
Sell	213	8.17%	Sell	43	20.19%

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# PiperJaffray

Company Note  
August 4, 2005

Equity Research Department  
612 303-6440.

Reason for Report:  
Discontinuing Coverage

Changes	Previous	Current
Rating	Suspended	Disc Coverage
Price Tgt	--	NA
FY05E Rev (mil)	--	NA
FY06E Rev (mil)	--	NA
FY05E EPS	--	NA
FY06E EPS	--	NA

Price:	\$27.63
52 Week High:	\$29.79
52 Week Low:	\$24.60
Price Target:	NA

## Discontinued

Shares Out (mil):	81.1
Market Cap. (mil):	\$2,240.8
Avg Daily Vol (000):	239
Div (ann):	\$1.24
Est LT EPS Growth:	NA
P/E to LT EPS Growth (FY06):	NA
Est Next Rep Date:	07/25/2005
Fiscal Year End:	Dec

Rev (mil)	2004A	2005E	2006E
Mar	\$437.1A	\$472.6A	NA
Jun	\$461.8A	NA	NA
Sep	\$506.8A	NA	NA
Dec	<del>\$518.4A</del>	NA	NA
FY	\$1,924.1A	NA	NA
CY	\$1,924.1A	NA	NA
FY RM	1.2x	NM	NM
CY RM	1.2x	NM	NM

EPS	2004A	2005E	2006E
Mar	\$0.40A	\$0.30A	NA
Jun	\$0.44A	NA	NA
Sep	\$0.51A	NA	NA
Dec	<del>\$0.31A</del>	NA	NA
FY	\$1.65A	NA	NA
CY	\$1.65A	NA	NA
FY P/E	16.7x	NM	NM
CY P/E	16.7x	NM	NM

## Hawaiian Electric Disc Coverage

(HE - \$27.63)  
Volatility: Low

## Discontinuing Coverage

### KEY POINTS:

After a review of resources and current analysts' universes, we are discontinuing coverage of Hawaiian Electric as the stock does not fit within the core focus of these universes.

### INVESTMENT RECOMMENDATION:

Going forward, investors should not rely on any previously published sets of ratings, estimates, target prices, and models as they will not be updated.

### RISKS TO ACHIEVEMENT OF TARGET PRICE:

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### COMPANY DESCRIPTION:

Hawaiian Electric Industries, headquartered in Honolulu, Hawaii, is \$9.7 billion holding company.

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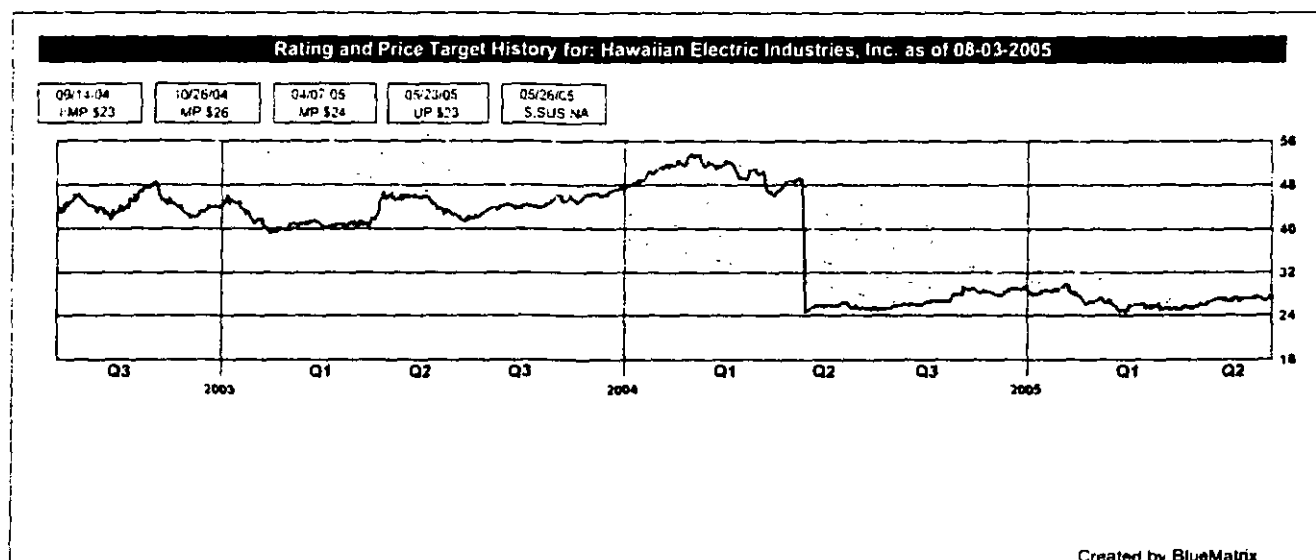
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No model available.

# PiperJaffray

Company Note  
August 4, 2005

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Rating	Count	Percent	IB Serv./Past 12 Mos.	
			Count	Percent
BUY [OP]	294	51.85	73	24.83
HOLD [MP]	252	44.44	28	11.11
SELL [UP]	21	3.70	2	9.52

Notes: The boxes on the Rating and Price Target History chart above indicate the date of the Research Note, the rating, and the price target. Each box represents a date on which an analyst made a change to a rating or price target, except for the first box, which may only represent the first Note written during the past three years. Distribution of Ratings/IB Services Firmwide shows the number of companies in each rating category from which Piper Jaffray received compensation for investment banking services within the past 12 months.

### Legend:

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D: Discontinuing Coverage

S: Suspending Coverage

R: Resuming Coverage

T: Transferring Coverage

SB: Strong Buy (effective 01/12/04, Equity Research eliminated the SB rating)

OP: Outperform (prior to 12/12/01, OP stocks were rated "Buy")

MP: Market Perform (prior to 12/12/01, MP stocks were rated "Neutral")

UP: Underperform (prior to 12/12/01, UP stocks were rated "Sell")

NA: Not Available

UR: Under Review

GP On: Listed on one of the Guided Portfolios maintained by Piper Jaffray

GP Off: Removed from the Guided Portfolios maintained by Piper Jaffray

PiperJaffray

Company Note  
August 4, 2005

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- **Market Perform (MP):** Expected to perform in line with the relevant broader market index over the next 12 months.
- **Underperform (UP):** Expected to underperform the relevant broader market index over the next 12 months.
- **Suspended (SUS):** No active analyst coverage, however coverage expected to resume.

\* Russell 2000 and S&P 500

- **Volatility Rating:** Our focus on growth companies implies that the stocks we recommend are typically more volatile than the overall stock market. We are not recommending the "suitability" of a particular stock for an individual investor. Rather, it identifies the volatility of a particular stock.
- **Low:** The stock price has moved up or down by more than 10% in a month in fewer than 8 of the past 24 months.
- **Medium:** The stock price has moved up or down by more than 20% in a month in fewer than 8 of the past 24 months.
- **High:** The stock price has moved up or down by more than 20% in a month in at least 8 of the past 24 months. All IPO stocks automatically get this volatility rating for the first 12 months of trading.

PiperJaffray

Company Note  
August 4, 2005

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# PiperJaffray

Company Note  
May 26, 2005

Equity Research Department  
612 303-6440,

## Reason for Report:

Suspending Coverage

Changes	Previous	Current
Rating	Underperform	Suspended
Price Tgt	\$23.00	NA
FY05E Rev (mil)	\$2,097.3	NA
FY06E Rev (mil)	\$2,245.3	NA
FY05E EPS	\$1.57	NA
FY06E EPS	\$1.65	NA

Price:	\$25.38
52 Week High:	\$29.79
52 Week Low:	\$23.70
Price Target:	NA

### Suspended

Shares Out (mil):	81.1
Market Cap. (mil):	\$2,058.3
Avg Daily Vol (000):	292
Div (ann):	\$1.24
Est LT EPS Growth:	NA
P/E to LT EPS Growth (FY06):	NA
Est Next Rep Date:	07/25/2005
Fiscal Year End:	Dec

Rev (mil)	2004A	2005E	2006E
Mar	\$437.1A	\$472.6A	NA
Jun	\$461.8A	NA	NA
Sep	\$506.8A	NA	NA
Dec	\$518.4A	NA	NA
FY	\$1,924.1A	NA	NA
CY	\$1,924.1A	NA	NA
FY RM	1.1x	NM	NM
CY RM	1.1x	NM	NM

EPS	2004A	2005E	2006E
Mar	\$0.40A	\$0.30A	NA
Jun	\$0.44A	NA	NA
Sep	\$0.51A	NA	NA
Dec	\$0.31A	NA	NA
FY	\$1.65A	NA	NA
CY	\$1.65A	NA	NA
FY P/E	15.4x	NM	NM
CY P/E	15.4x	NM	NM

## Hawaiian Electric Suspended

(HE - \$25.38)  
Volatility: Low

## Suspending Coverage

### KEY POINTS:

With the departure of the analyst from Piper Jaffray, we are suspending coverage of companies within the West Coast Banks sector, including Hawaiian Electric Industries, Inc.

### INVESTMENT RECOMMENDATION:

Going forward, investors should not rely on the last published set of ratings, target prices, models, and estimates on Hawaiian Electric Industries, Inc.

### RISKS TO ACHIEVEMENT OF TARGET PRICE:

Previous risks include: rising inflation, higher fuel costs and unexpected maintenance and repair expenses could erode earnings. Increasing interest rates could reduce net interest margins at American Savings.

### COMPANY DESCRIPTION:

Hawaiian Electric Industries, headquartered in Honolulu, Hawaii, is \$9.7 billion holding company.

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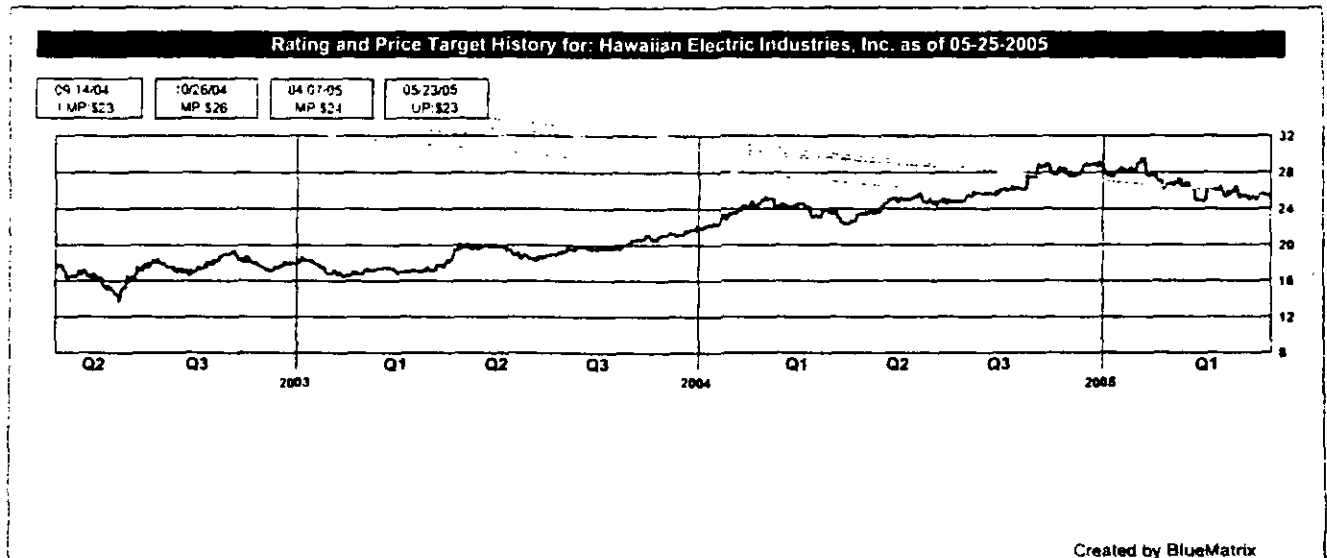
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No model available.

# PiperJaffray

Company Note  
May 26, 2005

## Important Research Disclosures



Distribution of Ratings/IB Services Piper Jaffray				
Rating	Count	Percent	IB Serv./Past 12 Mos.	
			Count	Percent
BUY [OP]	315	52.76	79	25.08
HOLD [MP]	260	43.55	30	11.54
SELL [UP]	22	3.69	4	18.18

Notes: The boxes on the Rating and Price Target History chart above indicate the date of the Research Note, the rating, and the price target. Each box represents a date on which an analyst made a change to a rating or price target, except for the first box, which may only represent the first Note written during the past three years. Distribution of Ratings/IB Services Firmwide shows the number of companies in each rating category from which Piper Jaffray received compensation for investment banking services within the past 12 months.

### Legend:

I: Initiating Coverage

D: Discontinuing Coverage

S: Suspending Coverage

R: Resuming Coverage

T: Transferring Coverage

SB: Strong Buy (effective 01-12-04. Equity Research eliminated the SB rating)

OP: Outperform (prior to 12/12/01, OP stocks were rated "Buy")

MP: Market Perform (prior to 12/12/01, MP stocks were rated "Neutral")

UP: Underperform (prior to 12/12/01, UP stocks were rated "Sell")

NA: Not Available

UR: Under Review

GP On: Listed on one of the Guided Portfolios maintained by Piper Jaffray

GP Off: Removed from the Guided Portfolios maintained by Piper Jaffray



PiperJaffray

Company Note  
May 26, 2005

## Important Research Disclosures

### Analyst Certification — Equity Research Department

The views expressed in this report, including the Key Points and Risk sections in particular, accurately reflect my personal views about the subject company and the subject security. In addition, no part of my compensation was, is, or will be directly or indirectly related to the specific recommendations or views contained in this report.

### Research Disclosures

Piper Jaffray was making a market in the securities of Hawaiian Electric Industries, Inc. at the time this research report was published. Piper Jaffray will buy and sell Hawaiian Electric Industries, Inc. securities on a principal basis.

Piper Jaffray has received compensation for investment banking services from Hawaiian Electric Industries, Inc. within the past 12 months.

Piper Jaffray research analysts receive compensation that is based, in part, on the firm's overall revenues, which include investment banking revenues.

### Rating Definitions

**Investment Opinion:** Investment opinions are based on each stock's return potential relative to broader market indices\*, not on an absolute return.

- **Outperform (OP):** Expected to outperform the relevant broader market index over the next 12 months.
- **Market Perform (MP):** Expected to perform in line with the relevant broader market index over the next 12 months.
- **Underperform (UP):** Expected to underperform the relevant broader market index over the next 12 months.
- **Suspended (SUS):** No active analyst coverage, however coverage expected to resume.

\* Russell 2000 and S&P 500

• **Volatility Rating:** Our focus on growth companies implies that the stocks we recommend are typically more volatile than the overall stock market. We are not recommending the "suitability" of a particular stock for an individual investor. Rather, it identifies the volatility of a particular stock.

• **Low:** The stock price has moved up or down by more than 10% in a month in fewer than 8 of the past 24 months.

• **Medium:** The stock price has moved up or down by more than 20% in a month in fewer than 8 of the past 24 months.

• **High:** The stock price has moved up or down by more than 20% in a month in at least 8 of the past 24 months. All IPO stocks automatically get this volatility rating for the first 12 months of trading.

## PiperJaffray

Company Note  
May 26, 2005

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# PiperJaffray

Company Note  
May 23, 2005

Kathleen L. Steinbrecher, CFA, Sr Research Analyst  
415 277-1582,  
Kirstin M. Jensen, Research Analyst  
415 277-1592,

## Reason for Report:

Change in Recommendation

Changes	Previous	Current
Rating	MarketPerform	Underperform
Price Tgt	\$24.00	\$23.00
FY05E Rev (mil)	—	\$2,097.3
FY06E Rev (mil)	—	\$2,245.3
FY05E EPS	\$1.61	\$1.57
FY06E EPS	\$1.70	\$1.65

Price: \$25.56  
52 Week High: \$29.79  
52 Week Low: \$23.30  
Price Target: \$23.00  
(14x 2006E EPS of \$1.65)

Shares Out (mil): 81.1  
Market Cap. (mil): \$2,072.9  
Avg Daily Vol (000): 297  
Div (ann): \$1.24  
Est LT EPS Growth: 2%  
P/E to LT EPS Growth (FY06): 7.7x  
Est Next Rep Date: 07/25/2005  
Fiscal Year End: Dec

Rev (mil)	2004A	2005E	2006E
Mar	\$437.1A	\$472.6A	NA
Jun	\$461.8A	\$499.3E	NA
Sep	\$506.8A	\$550.3E	NA
Dec	\$518.4A	\$575.1E	NA
FY	\$1,924.1A	\$2,097.3E	\$2,245.3E
CY	\$1,924.1A	\$2,097.3E	\$2,245.3E

FY RM	1.1x	1.0x	0.9x
CY RM	1.1x	1.0x	0.9x

EPS	2004A	2005E	2006E
Mar	\$0.40A	\$0.30A	NA
Jun	\$0.44A	\$0.39E	NA
Sep	\$0.51A	\$0.48E	NA
Dec	\$0.31A	\$0.44E	NA
FY	\$1.65A	\$1.57E	\$1.65E
CY	\$1.65A	\$1.57E	\$1.65E
FY P/E	15.5x	16.3x	15.5x
CY P/E	15.5x	16.3x	15.5x

## Hawaiian Electric Underperform

(HE - \$25.56)  
Volatility: Low

## Earnings Headwinds, Reducing Rating From MP to UP

### KEY POINTS:

- On Friday, we attended a luncheon hosted by the management of Hawaiian Electric. Our overall impression was that HE will continue to experience earnings pressure in 2005.
- Operations and maintenance costs at the utility will remain high as continued-strong demand pressures the electricity system, especially on Oahu where HE is running on very tight generation reserve margins. A favorable outcome on its pending rate case and continued emphasis on demand-side management programs should help mitigate the impact longer term.
- Lower interest and dividend income likely to pressure earnings and net interest spread at the savings bank. ASB holds nearly \$100 million of stock in the FHLB of Seattle, which recently suspended its dividend as part of a three-year business and capital management plan. We estimate the FHLB dividend contributed nearly \$4 million per year to ASB's interest income, or approximately \$0.03 per share after tax.
- In addition, in the past two quarters, interest income at ASB has been boosted by a positive adjustment of the amortization of premiums on MBS. While premium amortization could continue to have a positive impact if actual prepayments continue to be below expectations, we estimate these adjustments have added at least a 15-20 bps to ASB's net interest spread in the past two quarters and also helped mask a generally declining trend in ASB's net interest margin.
- On a more positive note, ASB experienced good commercial loan growth in 1Q 2005 and has introduced a number of new deposit products. Commercial business and real estate loans increased at an annualized rate of 10% in 1Q 2005, a healthy rate albeit off of a small base; nonetheless, commercial loans still only represented about 22% of total loans and 12% of total earning assets. New deposit products include the tiered 1 plan account with flexible CD pricing targeted at retaining rate-sensitive customers while limiting the increase in ASB's overall deposit costs and an expanded suite of commercial checking products from one to four to better serve its business customers.

### INVESTMENT RECOMMENDATION:

We are reducing our rating on HE to Underperform and lowering our target price to \$23, or 14x our 2006 EPS estimate of \$1.65. We expect HE to continue to experience earnings pressure in 2005 and beyond both on the cost side from the utility and on the revenue side from the savings bank. As a result, we are reducing 2005 and 2006 EPS estimates from \$1.61 to \$1.57 and \$1.70 to \$1.65, respectively. It appears that the strong demand associated with the strong economy in Hawaii has reached the point where it has become more of a negative (in terms of requiring higher operating and maintenance expenses) than a positive.

### RISKS TO ACHIEVEMENT OF TARGET PRICE:

Rising inflation, higher fuel costs and unexpected maintenance and repair expenses could erode earnings. Increasing interest rates could reduce net interest margins at American Savings.

### COMPANY DESCRIPTION:

Hawaiian Electric Industries, headquartered in Honolulu, Hawaii, is \$9.7 billion holding company.

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Hawaiian Electric Industries (HE)  
Earnings Model (\$000s)

	2002	2003	2004A	2005E	2006E
<b>Segment Breakdown</b>					
<u>Revenue</u>					
Electric Utility	1,257,176	1,396,685	1,550,671	1,694,077	1,810,968
Bank	399,255	371,320	364,284	397,485	428,355
Other	<u>(2,730)</u>	<u>13,311</u>	<u>9,102</u>	<u>5,753</u>	<u>5,983</u>
Total Revenue	1,653,701	1,781,316	1,924,057	2,097,314	2,245,306
<u>Expenses</u>					
Electric Utility	1,062,220	1,220,120	1,376,768	1,509,890	1,618,603
Bank	306,372	278,565	259,310	293,875	320,251
Other	<u>18,676</u>	<u>19,064</u>	<u>17,019</u>	<u>15,755</u>	<u>16,070</u>
Total Expense	1,387,268	1,517,749	1,653,097	1,819,520	1,954,923
<u>Operating Income</u>					
Electric Utility	194,956	176,565	173,903	184,186	192,365
Bank	92,883	92,755	104,974	103,610	108,105
Other	<u>(21,406)</u>	<u>(5,753)</u>	<u>(7,917)</u>	<u>(10,002)</u>	<u>(10,087)</u>
Total operating income (loss)	266,433	263,567	270,960	277,794	290,383
Interest expense—Other than bank	72,292	69,292	77,176	77,048	78,589
Other expenses, net	12,232	11,860	(6,435)	(4,152)	(4,212)
Income from continuing oper.	181,909	182,415	200,219	204,898	216,006
Income taxes	<u>63,682</u>	<u>64,367</u>	<u>92,480</u>	<u>77,897</u>	<u>82,120</u>
Income from continuing operations	118,217	118,048	107,739	127,000	133,885
Loss from discontinued oper., net	0	(3,870)	1,913	0	0
Net Income	118,217	114,178	109,652	127,000	133,885
EPS	\$1.61	\$1.58	\$1.65	\$1.57	\$1.65
Dividends per common share	\$1.24	\$1.24	\$1.24	\$1.24	\$1.24
F/D shares outstanding	73,426	74,713	79,719	81,135	81,135

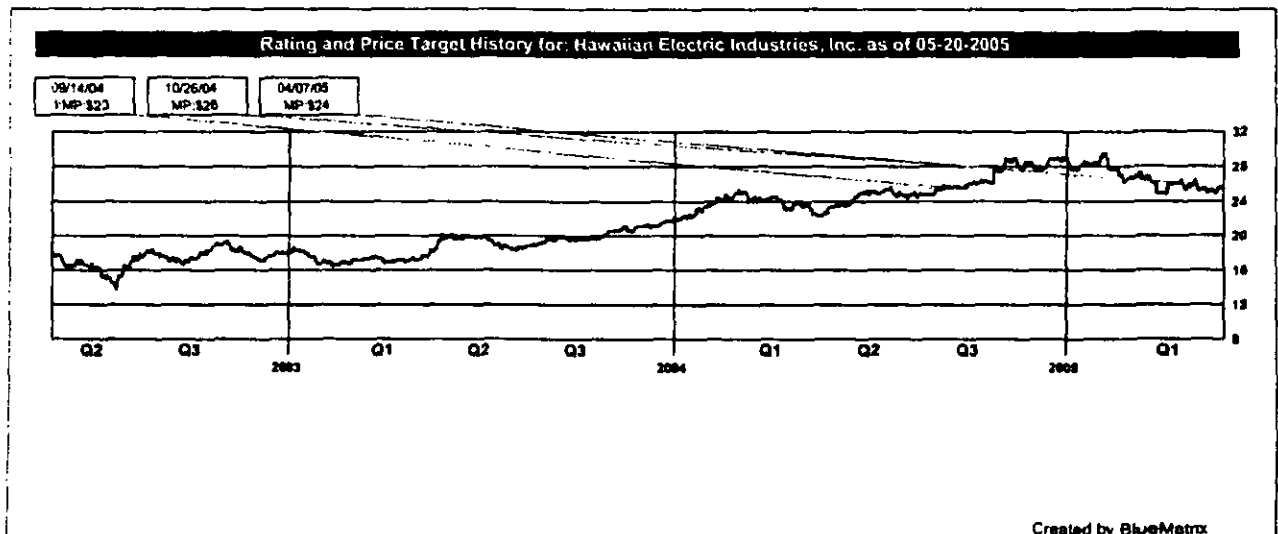
Note: EPS reflect income from continuing operations.

Updated: 4/29/2005

# PiperJaffray.

Company Note  
May 23, 2005

## Important Research Disclosures



Distribution of Ratings/IB Services Piper Jaffray				
Rating	Count	Percent	IB Serv./Past 12 Mos.	
			Count	Percent
BUY (OP)	314	52.86	78	24.84
HOLD (MP)	259	43.60	31	11.97
SELL (UP)	21	3.54	3	14.29

Notes: The boxes on the Rating and Price Target History chart above indicate the date of the Research Note, the rating, and the price target. Each box represents a date on which an analyst made a change to a rating or price target, except for the first box, which may only represent the first Note written during the past three years. Distribution of Ratings/IB Services Firmwide shows the number of companies in each rating category from which Piper Jaffray received compensation for investment banking services within the past 12 months.

### Legend:

- I: Initiating Coverage
- D: Discontinuing Coverage
- S: Suspending Coverage
- R: Resuming Coverage
- T: Transferring Coverage
- SB: Strong Buy (effective 01/12/04, Equity Research eliminated the SB rating)
- OP: Outperform (prior to 12/12/01, OP stocks were rated "Buy")
- MP: Market Perform (prior to 12/12/01, MP stocks were rated "Neutral")
- UP: Underperform (prior to 12/12/01, UP stocks were rated "Sell")
- NA: Not Available
- UR: Under Review
- GP On: Listed on one of the Guided Portfolios maintained by Piper Jaffray
- GP Off: Removed from the Guided Portfolios maintained by Piper Jaffray

PiperJaffray

Company Note  
May 23, 2005

## Important Research Disclosures

### Analyst Certification — Kathleen L. Steinbrecher, CFA, Sr Research Analyst

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- **Suspended (SUS):** No active analyst coverage, however coverage expected to resume.

\* Russell 2000 and S&P 500

• **Volatility Rating:** Our focus on growth companies implies that the stocks we recommend are typically more volatile than the overall stock market. We are not recommending the "suitability" of a particular stock for an individual investor. Rather, it identifies the volatility of a particular stock.

- **Low:** The stock price has moved up or down by more than 10% in a month in fewer than 8 of the past 24 months.
- **Medium:** The stock price has moved up or down by more than 20% in a month in fewer than 8 of the past 24 months.
- **High:** The stock price has moved up or down by more than 20% in a month in at least 8 of the past 24 months. All IPO stocks automatically get this volatility rating for the first 12 months of trading.

PiperJaffray.

Company Note  
May 23, 2005

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# PiperJaffray

Earnings Update  
April 29, 2005

Kathleen L. Steinbrecher, CFA, Sr Research Analyst  
415 277-1582,  
Kirstin M. Jensen, Research Analyst  
415 277-1592,

## Hawaiian Electric Market Perform

(HE - \$25.17)  
Volatility: Low

### Model Update

#### Reason for Report:

##### Company Update

Changes	Previous	Current
Rating	-	Market Perform
Price Tgt	-	\$24.00
FY05E Rev (mil)	\$2,059.4	\$2,097.3
FY06E Rev (mil)	\$2,199.7	\$2,245.3
FY05E EPS	-	\$1.61
FY06E EPS	-	\$1.70

Price:	\$25.17
52 Week High:	\$29.79
52 Week Low:	\$22.96
Price Target:	\$24.00

(14x 2006E EPS of \$1.70)

Shares Out (mil):	81.1
Market Cap. (mil):	\$2,041.3
Avg Daily Vol (000):	308
Div (ann):	\$1.24
Est LT EPS Growth:	2%
P/E to LT EPS Growth (FY06):	7.4x
Est Next Rep Date:	07/25/2005
Fiscal Year End:	Dec

Rev (mil)	2004A	2005E	2006E
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Jun	\$481.8A	\$499.3E	NA
Sep	\$508.8A	\$550.3E	NA
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CY	\$1,924.1A	\$2,097.3E	\$2,245.3E

FY RM	1.1x	1.0x	0.9x
CY RM	1.1x	1.0x	0.9x

EPS	2004A	2005E	2006E
Mar	\$0.40A	\$0.30A	NA
Jun	\$0.44A	\$0.39E	NA
Sep	\$0.51A	\$0.48E	NA
Dec	\$0.31A	\$0.44E	NA
FY	\$1.65A	\$1.61E	\$1.70E
CY	\$1.65A	\$1.61E	\$1.70E

FY P/E	15.3x	15.6x	14.8x
CY P/E	15.3x	15.6x	14.8x

#### INVESTMENT RECOMMENDATION:

We continue to rate HE Market Perform. Our price target is \$24, based on 14x our EPS estimate of \$1.70.

#### RISKS TO ACHIEVEMENT OF TARGET PRICE:

Slower than expected economic growth could reduce utility usage. Rising inflation, higher fuel costs and unexpected maintenance and repair expenses could erode earnings. Increasing interest rates could reduce net interest margins at American Savings. Additional risks include unexpected events regarding weather and the bank's ability to execute on its strategy of originating higher-yielding commercial loans.

#### COMPANY DESCRIPTION:

Hawaiian Electric Industries, headquartered in Honolulu, Hawaii, is the holding company for three electric utility subsidiaries, which provide power to 93% of the Hawaiian market, and a savings institution, which is the third-largest depository institution in Hawaii in terms of assets with a 19% deposit market share.

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Hawaiian Electric Industries (HE)  
Earnings Model (\$000s)

Segment Breakdown	2002	2003	2004A	2005E	2006E
<u>Revenue</u>					
Electric Utility	1,257,176	1,396,685	1,550,671	1,694,077	1,810,968
Bank	399,255	371,320	364,284	397,485	428,355
Other	(2,730)	13,311	9,102	5,753	5,983
Total Revenue	1,653,701	1,781,316	1,924,057	2,097,314	2,245,306
<u>Expenses</u>					
Electric Utility	1,062,220	1,220,120	1,376,768	1,504,007	1,612,295
Bank	306,372	278,565	259,310	293,875	320,251
Other	18,676	19,064	17,019	15,755	16,070
Total Expense	1,387,268	1,517,749	1,653,097	1,813,637	1,948,615
<u>Operating income</u>					
Electric Utility	194,956	176,565	173,903	190,070	198,673
Bank	92,883	92,755	104,974	103,610	108,105
Other	(21,408)	(5,753)	(7,917)	(10,002)	(10,087)
Total operating income (loss)	266,433	263,567	270,960	283,678	296,690
Interest expense—Other than bank	72,292	69,292	77,176	77,048	78,589
Other expenses, net	12,232	11,860	(8,435)	(4,152)	(4,212)
Income from continuing oper.	181,909	182,415	200,219	210,781	222,313
Income taxes	63,692	64,367	92,480	80,134	84,518
Income from continuing operations	118,217	118,048	107,739	130,647	137,795
Loss from discontinued oper., net	0	(3,870)	1,913	0	0
Net income	118,217	114,178	109,652	130,647	137,795
EPS	\$1.61	\$1.58	\$1.65	\$1.61	\$1.70
Dividends per common share	\$1.24	\$1.24	\$1.24	\$1.24	\$1.24
F/O shares outstanding	73,426	74,713	79,719	81,135	81,135

Note: EPS reflect income from continuing operations.

Updated: 4/29/2005

PiperJaffray.

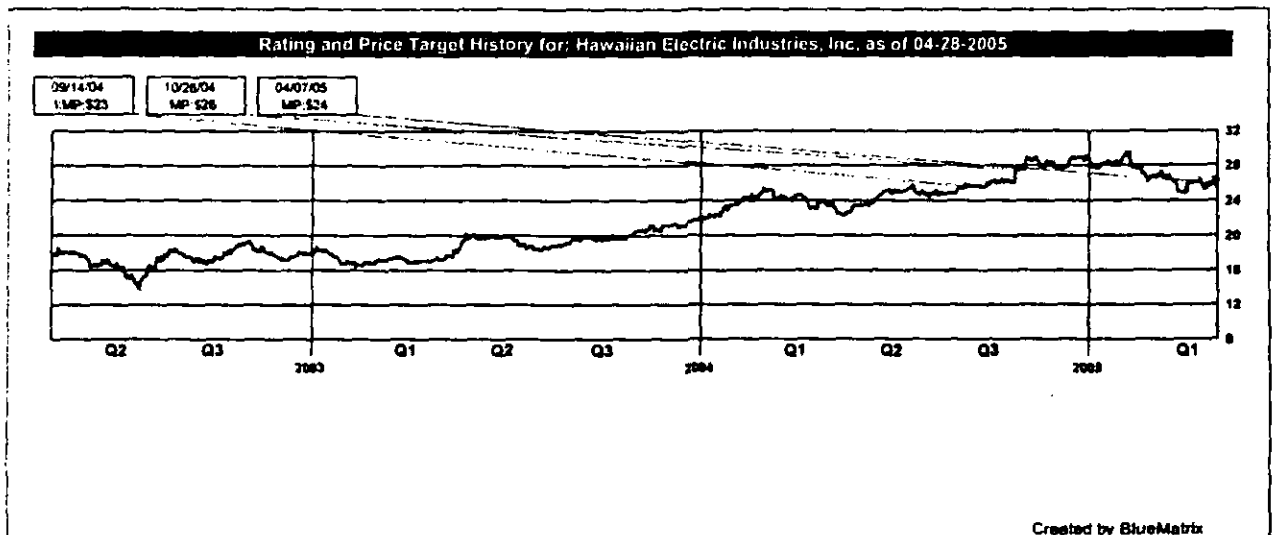
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# PiperJaffray

Company Note  
April 29, 2005

## Important Research Disclosures



Distribution of Ratings/IB Services Piper Jaffray				
Rating	Count	Percent	IB Serv/Past 12 Mos.	
			Count	Percent
BUY [OP]	332	53.29	83	25.00
HOLD [MP]	263	42.22	34	12.93
SELL [UP]	28	4.49	3	10.71

Notes: The boxes on the Rating and Price Target History chart above indicate the date of the Research Note, the rating, and the price target. Each box represents a date on which an analyst made a change to a rating or price target, except for the first box, which may only represent the first Note written during the past three years. Distribution of Ratings/IB Services Firmwide shows the number of companies in each rating category from which Piper Jaffray received compensation for investment banking services within the past 12 months.

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PiperJaffray

Company Note  
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Company Note  
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Hot Comment  
April 26, 2005

Kathleen L. Steinbrecher, CFA, Sr Research Analyst  
415 277-1582.

Kirstin M. Jensen, Research Analyst  
415 277-1592.

Related Companies:

Share Price:

Hawaiian Electric  
Market Perform

(HE - \$26.40)  
Volatility: Low

Financial Institutions

First Read - Earnings Miss on Higher Utilities Costs

**KEY POINTS:**

- HE reported 1Q'05 EPS of \$0.30, versus our and consensus estimates of \$0.36 and \$0.37, respectively. The shortfall was primarily due to higher operating expenses at the utility, which were partially offset by better results at the savings bank, mostly due to a loan loss reserve release in the quarter.
- Continued strength in the Hawaiian economy, while good for revenue growth at the utility, has also increased near-term and longer-term operations and maintenance costs.
- Utility revenue was up 8.1% year-over-year in the first quarter, while operating expenses were up 13.5%. We expect operating expenses at the utility to remain high for the remainder of 2005.
- Savings bank earnings were better than expected, but upside due to a net release in loan loss reserves. Operating results at American Savings Bank (ASB) were a bit lower than expected in the quarter, as higher net interest income (+\$6.4 million) was offset by lower non-interest income (-\$1.3 million) and higher non-interest expenses (-\$6.2 million) than expected in the quarter. In addition, ASB realized the benefit of a net release of loan loss reserves of \$3.1 million in the quarter.

**PRICE TARGET AND JUSTIFICATION:**

Our price target is \$24, based on 14x our EPS estimate of \$1.70. We are currently reviewing our earnings model.

**RISKS TO ACHIEVEMENT OF TARGET PRICE:**

Slower than expected economic growth could reduce utility usage. Rising inflation, higher fuel costs and unexpected maintenance and repair expenses could erode earnings. Increasing interest rates could reduce net interest margins at American Savings. Additional risks include unexpected events regarding weather and the bank's ability to execute on its strategy of originating higher-yielding commercial loans.

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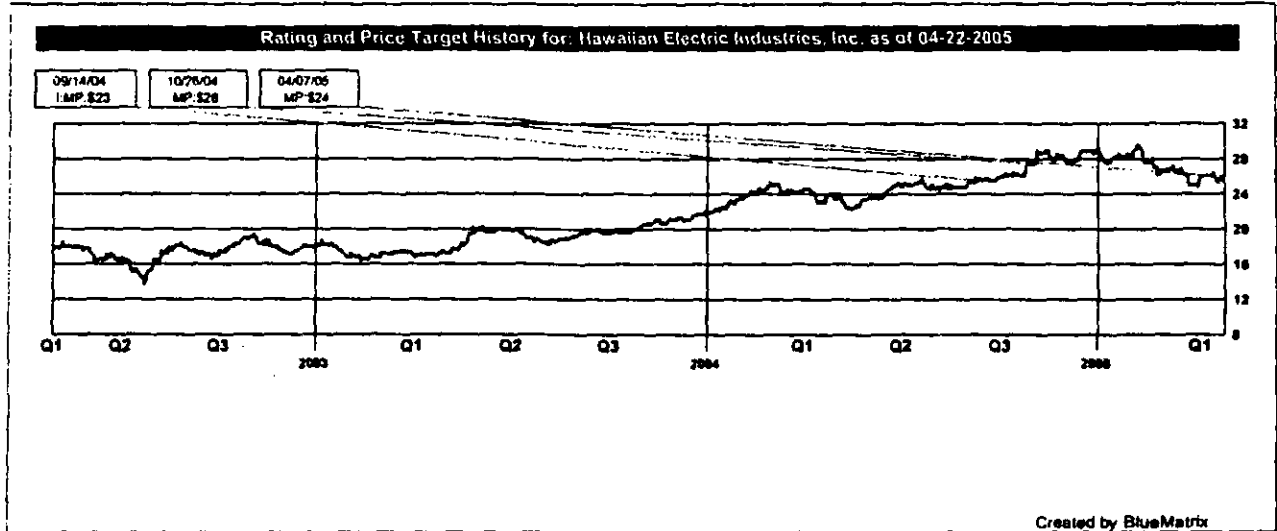
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Hawaiian Electric Industries, Inc.

PiperJaffray

Hot Comment  
April 26, 2005

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Hot Comment  
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# PiperJaffray

Company Note  
April 7, 2005

Kathleen L. Steinbrecher, CFA, Sr Research Analyst  
415 277-1582,  
Kirstin M. Jensen, Research Analyst  
415 277-1592,

## Hawaiian Electric Market Perform

(HE - \$26.03)  
Volatility: Low

### Reducing Estimates; Maintaining MP Rating

#### Reason for Report:

#### Change in Earnings Forecast

Changes	Previous	Current
Rating	-- Market Perform	
Price Tgt	\$26.00	\$24.00
FY05E Rev (mil)	\$2,015.0	\$2,059.4
FY06E Rev (mil)	--	\$2,199.7
FY05E EPS	\$1.82	\$1.61
FY06E EPS	--	\$1.70
Price:		\$26.03
52 Week High:		\$29.79
52 Week Low:		\$22.96
Price Target:		\$24.00

(14x 2006E EPS of \$1.70)

Shares Out (mil):	81.0
Market Cap. (mil):	\$2,108.4
Avg Daily Vol (000):	290
Div (ann):	\$1.24
Est LT EPS Growth:	2%
P/E to LT EPS Growth (FY06):	7.7x
Est Next Rep Date:	04/25/2005
Fiscal Year End:	Dec

Rev (mil)	2004A	2005E	2006E
Mar	\$437.1A	\$465.3E	NA
Jun	\$461.8A	\$493.3E	NA
Sep	\$506.8A	\$540.7E	NA
Dec	\$518.4A	\$560.0E	NA
FY	\$1,924.1A	\$2,059.4E	\$2,199.7E
CY	\$1,924.1A	\$2,059.4E	\$2,199.7E

FY RM	1.1x	1.0x	1.0x
CY RM	1.1x	1.0x	1.0x

EPB	2004A	2005E	2006E
Mar	\$0.40A	\$0.36E	NA
Jun	\$0.44A	\$0.39E	NA
Sep	\$0.51A	\$0.46E	NA
Dec	\$0.31A	\$0.40E	NA
FY	\$1.65A	\$1.61E	\$1.70E
CY	\$1.65A	\$1.61E	\$1.70E
FY P/E	15.8x	16.2x	15.3x
CY P/E	15.8x	16.2x	15.3x

#### KEY POINTS:

**Reducing Estimates.** We are reducing our 2005 EPS estimate from \$1.82 to \$1.61 to reflect higher interest expense at American Savings Bank (ASB) along with a higher operating expense run rate at the utility than previously expected. We are introducing a 2006 EPS estimate of \$1.70.

**HE Is Not a Growth Story.** Management expects the utility to grow in line with gross state product in Hawaii at just under 3% per year. Incremental growth is expected to come from the savings bank, ASB, which, similarly to many other thrifts, has emphasized a strategy of becoming more "banklike" in recent years to improve profitability. Growth in commercial loans is the cornerstone of this strategy and ASB has a way to go-total commercial loans comprised just 21.5% of total loans and less than 12% of total earning assets on 12/31/04. In comparison, commercial loans were more than 65% of total loans at year end for the average community bank in our coverage.

**4Q'04 Results at ASB** were somewhat disappointing and included two one-time benefits-a \$2.5 million boost to net interest income from an adjustment for the over-amortization of net premiums on MBS and a \$3.5 million after-tax reversal of charges associated with the settlement of the state franchise tax dispute. After backing out these items, we estimate that net income at ASB declined 24% from the previous quarter and 16% from the year-ago quarter. In addition, we estimate that the \$2.5 million over-amortization adjustment added roughly 16 basis points to ASB's net interest spread in 4Q. If we back out the non-recurring amortization adjustment, ASB's actual net interest spread was 2.86%, versus 3.02%, resulting in sequential and year-over-year declines in the net interest spread of 22 bps and 32 bps, respectively, in 4Q'04.

**Continued Net Interest Margin Pressure.** We expect the flattish yield curve to continue to compress ASB's net interest margin. Nearly 90% of earning assets at the end of 2004 were invested in residential mortgage loans and MBS, the vast majority of which carry a fixed interest rate (85% of residential mortgage loans were fixed rate on 12/31/04).

#### INVESTMENT RECOMMENDATION:

While HE is not a growth story, it does pay an attractive dividend, currently yielding 4.8%. We continue to rate HE Market Perform but are lowering our target price from \$26 to \$24, which is based on 14x (same multiple) our 2006 EPS estimate of \$1.70 (based on 2005 EPS previously).

#### RISKS TO ACHIEVEMENT OF TARGET PRICE:

Slower than expected economic growth could reduce utility usage. Rising inflation, higher fuel costs and unexpected maintenance and repair expenses could erode earnings. Increasing interest rates could reduce net interest margins at American Savings. Additional risks include unexpected events regarding weather and the bank's ability to execute on its strategy of originating higher-yielding commercial loans.

#### COMPANY DESCRIPTION:

Hawaiian Electric Industries, headquartered in Honolulu, Hawaii, is the holding company for three electric utility subsidiaries, which provide power to 93% of the Hawaiian market, and a savings institution, which is the third-largest depository institution in Hawaii in terms of assets with a 19% deposit market share.

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Hawaiian Electric Industries, Inc.

Hawaiian Electric Industries (HE)  
Earnings Model (\$000s)

	2002	2003	2004A	2005E	2006E
<b>Segment Breakdown</b>					
<u>Revenue</u>					
Electric Utility	1,257,176	1,396,885	1,550,671	1,668,988	1,781,644
Bank	399,255	371,320	364,284	381,580	408,909
Other	(2,730)	13,311	9,102	8,802	9,154
Total Revenue	1,653,701	1,781,316	1,924,057	2,059,381	2,199,708
<u>Expenses</u>					
Electric Utility	1,062,220	1,220,120	1,376,768	1,489,123	1,596,339
Bank	306,372	278,565	259,310	275,429	295,588
Other	18,676	19,084	17,019	16,092	16,414
Total Expense	1,387,268	1,517,749	1,653,097	1,780,644	1,908,339
<u>Operating income</u>					
Electric Utility	194,956	176,565	173,903	179,865	185,305
Bank	92,883	92,755	104,974	106,161	113,323
Other	(21,406)	(5,753)	(7,917)	(7,290)	(7,260)
Total operating income (loss)	266,433	263,567	270,960	278,737	291,368
Interest expense—Other than bank	72,282	69,292	77,176	77,629	79,181
Other expenses, net	12,232	11,860	(6,435)	(2,272)	(2,315)
Income from continuing oper.	181,909	182,415	200,218	203,379	214,502
Income taxes	63,682	64,367	92,480	73,217	77,221
Income from continuing operations	118,217	118,048	107,739	130,163	137,281
Loss from discontinued oper, net	0	(3,870)	1,913	0	0
Net Income	118,217	114,178	109,652	130,163	137,281
EPS	\$1.61	\$1.58	\$1.65	\$1.61	\$1.70
Dividends per common share	\$1.24	\$1.24	\$1.24	\$1.24	\$1.24
F/O shares outstanding	73,426	74,713	79,719	80,981	80,981

Note: EPS reflect income from continuing operations.

Updated: 4/8/2005

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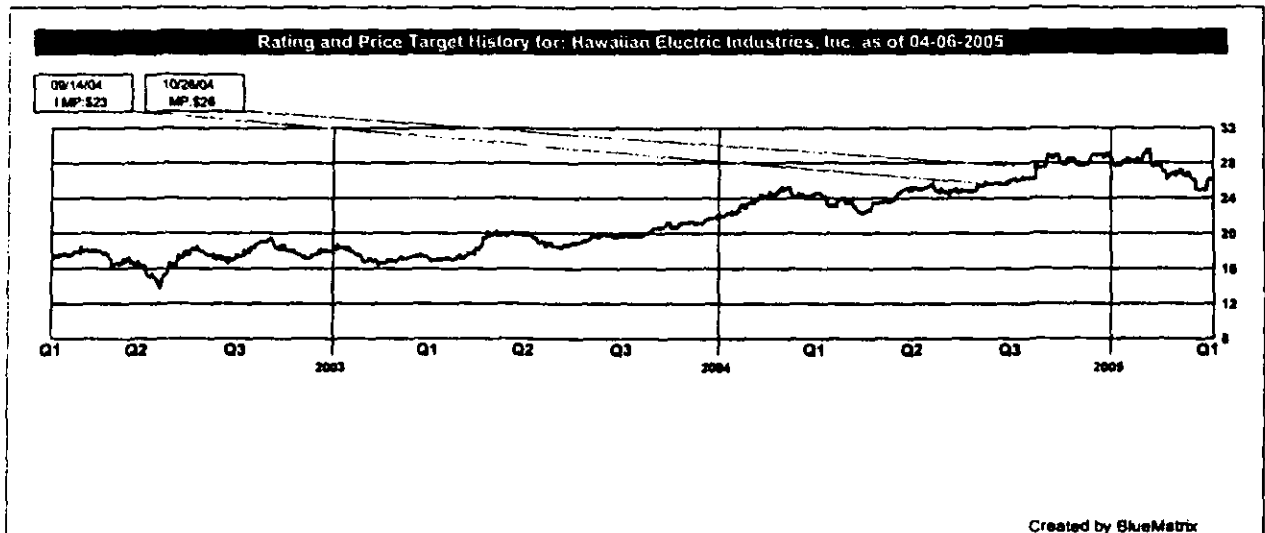
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Company Note  
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## ValuEngine

QUANTITATIVE SUMMARY REPORT

### HAWAIIAN ELECTRIC INDUSTRIES INC (NYSE - HE)

#### COMPANY PROFILE & BASIC INFORMATION

##### COMPANY PROFILE

Hawaiian Electric Industries, Inc. (HEI) and its subsidiaries engage in the electric utility, banking, and other businesses primarily in the state of Hawaii. It produces, purchases, transmits, distributes, and sells electricity on the islands of Oahu; Maui, Lanai and Molokai; and Hawaii. The company provides electricity to 93% of the Hawaii electric public utility market through approximately 400,000 residential, commercial, and light and power accounts. It also offers a range of banking and other financial services to consumers and businesses. As of March 31, 2004, the company provided services to approximately 600,000 accounts through a network of 68 branch offices. HEI was incorporated in 1981 and is based in Honolulu, Hawaii.

LAST UPDATE: Nov 07, 2005

**SECTOR** PUBLIC UTILITIES  
**INDUSTRY** ELECTRICAL UTILITIES  
**CONTACT** 900 Richards Street  
Honolulu, Hawaii 96813  
USA  
  
Tel: 808-543-5682  
Web: www.hei.com

##### VALUENGINE STYLE RATING

<b>Less Attractive</b>	<b>To Day Traders:</b> Day Traders prefer volatile stocks with dramatic price swings.
<b>Less Attractive</b>	<b>To Momentum Investors:</b> Momentum Investors believe that stocks that have seen recent price increases will continue to increase in the short term.
<b>Attractive</b>	<b>To Market Leader Investors:</b> Market Leader Investors look for stable, high-quality, industry-leading companies.
<b>Less Attractive</b>	<b>To Growth-at-Reasonable-Price Investors:</b> Growth-at-Reasonable-Price Investors combine momentum and value considerations, in order to gain the benefits of both strategies.
<b>Neutral</b>	<b>To Balanced Investors:</b> Balanced Investors look for stocks that have favorable momentum, are undervalued (with low Mispricing) and offer a good risk-return tradeoff.
<b>Attractive</b>	<b>To Classic-Value Investors:</b> Classic-Value investors look for stocks that are considered undervalued by the market. This is done using traditional valuation measures such as Market/Book Ratio and Price/Sales Ratio.
<b>Neutral</b>	<b>To Conservative Investors:</b> Conservative investors prefer stocks that are either stable with good returns, or volatile with exceptional returns.

##### BASIC INFORMATION

Current Price	\$28.00
Market Cap	\$2.10 billion
Average Volume	270914
52 Week Low	\$24.60
52 Week High	\$29.79
Annual Dividends	\$1.24
Yield	4.77%
Trailing P/E (last 4-qr)	17.82
Forward P/E (next 4-qr)	15.02
Beta	0.501985
Shares Outstanding	60.934 million

##### RECENT PERFORMANCE

One-Month	-6.74%
Three-Month	-4.63%
Six-Month	4.84%
One-Year	-7.90%

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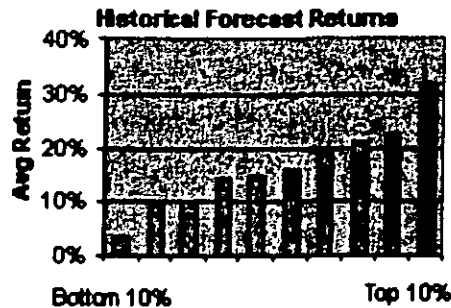
## ValuEngine

### QUANTITATIVE SUMMARY REPORT

#### VALUENGINE STOCK FORECAST MODEL & MARKET RATIO BASED VALUATION

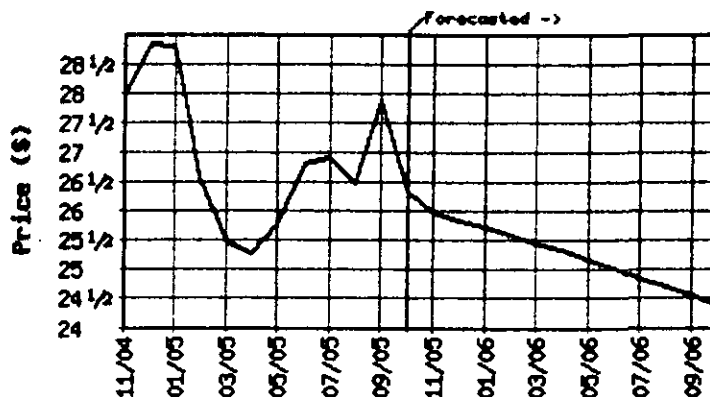
##### THE VALUENGINE STOCK FORECAST MODEL

The predictive variables used in ValuEngine.com forecasting models include both proprietary and well-established forecasting variables derived from credible financial research studies and publications. ValuEngine.com uses a distinct forecasting model for each forecasting horizon and for every industry. Our forecasting models capture, among other things, several important tendencies that stock prices consistently exhibit: Short-term price reversals, Intermediate-term momentum continuation and Long-term price reversals.



ValuEngine applies the most advanced statistical/econometric techniques to ensure that our stock return forecasts are as reliable as possible. In addition, we have a realistic econometric model for assessing a stock's and a portfolio's future return prospects. This econometric model involves running thousands of simulations to estimate the probability of a double in stock price as well as the probability that a stock or portfolio of stocks will meet or exceed any given estimate target.

##### ValuEngine Forecast Chart



##### MARKET RATIO BASED VALUATION

Portfolio managers and professionals traditionally rely on market ratios to gauge whether a stock is fair valued or overvalued. On this page, we present such a valuation based on one of three market ratios: PEG (price to trailing 4 quarter earnings ratio, divided by the consensus analyst forecasted next year EPS growth), P/E (price to forward 4 quarter earnings ratio), and P/S ratio (price to trailing 4 quarter sales). Among the three, PEG is the most informative as it reflects both the price/earnings ratio and expected future EPS growth, while P/E is better than P/S. For each given stock, we apply the PEG to give a fair value assessment if both its trailing 4 quarter EPS and forecasted EPS growth rate are positive. If its forecasted EPS growth is negative but its forward 4 quarter EPS is positive, we apply the P/E to give a fair value for the stock as of today. Otherwise, we resort to the P/S to assess its fair value.

##### VALUENGINE FORECAST ANALYSIS

	Target Price	Expected Return
1-Month	\$25.89	-0.03%
3-Month	\$25.74	-0.99%
6-Month	\$25.35	-2.50%
1-Year	\$24.41	-6.11%
2-Year	\$23.62	-9.18%
3-Year	\$21.72	-16.47%

##### VALUENGINE VALUATION ANALYSIS

RE	Today's Fair Value: \$23.64, 9.98% overvalued
SECTOR	PUBLIC UTILITIES, 5.18% overvalued
INDUSTRY	ELECTRICAL UTILITIES, 13.46% overvalued

## ValuEngine

### QUANTITATIVE SUMMARY REPORT

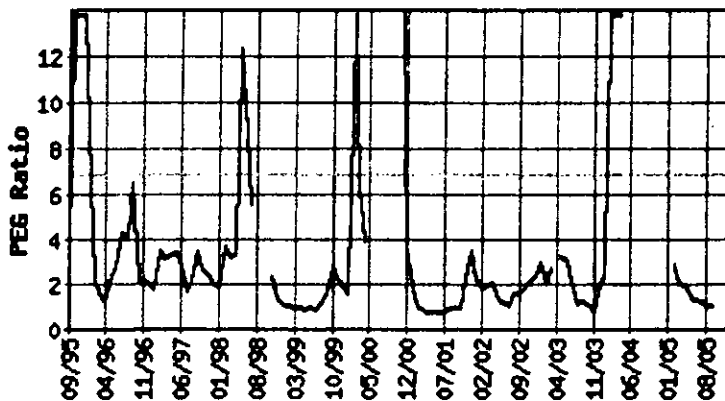
#### MARKET RATIO BASED VALUATION & QUANTITATIVE SUMMARY

To establish a valuation standard, we use both (i) the average historical market ratio of the stock over the past 10 years (or however long there is data available for the stock), and (ii) the average market ratio today of five comparable stocks in the same sector and from companies of similar size. These two alternative perspectives should give you a good idea about where this stock's valuation stands today.

##### 1. Valuation Based on HE's Past PEG

Over the past 10 years, HE's average PEG is 6.91. HE earned \$1.48 per share in its recent 4 quarters. The analyst consensus estimate is \$1.73 for its 4 quarter forward EPS. HE's current sales per share is 1.04. The following assessment is based on multiplying the historical PEG with recent 4 quarter EPS and the forecasted EPS growth rate over the next 4 quarters for HE.

HE - PEG Ratio Chart



##### 2. Valuation Based on Comparables' PEG

HE's comparables are RWEQY, PSD, GXP, WPS and WR. The current PEG average of these comparables is 2.21. HE earned \$1.48 per share in its recent 4 quarters. The analyst consensus estimate is \$1.73 for its 4-quarter-forward EPS. HE's current sales per share is 1.04. The following assessment is based on multiplying comparable stocks' average PEG today with HE's recent 4 quarter EPS and the forecasted EPS growth rate over the next 4 quarters.

#### QUANTITATIVE SUMMARY

Just as important as the percentages shown for our ten predictive variables for each stock is the way they are ranked against the 7000 plus stocks in our database. This is sometimes confusing to newcomers to ValuEngine. Each of these quantitative measurements is ranked on a scale of 1 to 100. Generally the higher the ranking, the more positive the influence each measurement has on the overall attractiveness of the stock. In other words a high rank is always better. Let's take them one by one:

- Valuation rank 31 : 70% of stocks are more undervalued
- Momentum rank 30 : 71% of stocks have higher momentum
- Sharpe Ratio rank 73 : 28% of stocks have a higher Sharpe Ratio
- 5-Year Average Annual Return 57 : 44% of stocks have higher average annual return
- Volatility rank 95 : 6% of stocks have less volatility
- EPS growth rank 47 : 54% of stocks have greater projected EPS growth
- Size rank 87 : 14% of companies have higher market capitalization
- P/E rank 72 : 29% of stocks have lower P/E ratios
- Price/Sales rank 65 : 36% of stocks have lower price/sales ratios
- Market/Book rank 56 : 45% of stocks have lower market/book value ratios

#### MARKET RATIO

Market Price	\$28.00
Historical Average PEG	6.91
PEG-Based Fair Value	\$178.75
Comparable Stocks' Average PEG	2.21
Comparable PEG-Based Fair Value	\$58.38

#### COMPARABLES' PEG

Comparables	Current PEG
GXP	n/a
PSD	3.14
RWEQY	1.68
WPS	n/a
WR	1.82

#### EVALUATION & RANKINGS

Valuation	7.51% overvalued
Valuation Rank	31
12-Month Return	-7.90%
Momentum Rank	30
Sharpe Ratio*	0.50
Sharpe Ratio Rank	73
5-Y Avg Annual Return	8.79%
5-Y Avg Annual Rtn Rank	57
Volatility	17.85%
Volatility Rank	95
Expected EPS Growth	17.33%
EPS Growth Rank	47
Average EPS Surprise	-18.91%
EPS Surprise Rank	5
Market Cap (billions)	2.10
Size Rank	87
P/E Ratio	17.82
P/E Rank	72
Price/Sales	1.04
Price/Sales Rank	65
Market/Book	1.73
Market/Book Rank	56

\* Sharpe Ratio: Measures the risk-return tradeoff offered by the stock, and it is named after the Nobel Prize winner William Sharpe. It is the stock's average annual return (over the recent 5 years) divided by its annualized volatility over the same 5 years. Lower risk stocks are usually associated with high Sharpe ratios.



## ValuEngine

### QUANTITATIVE SUMMARY REPORT

#### VALUATION COMPARISON

##### VALUATION COMPARISON

	HE	Industry Average	Sector Average	S&P 500
Valuation	9.98% overvalued	13.46% overvalued	5.16% overvalued	2.23% overvalued
Valuation Rank	31	33	42	46

##### MOMENTUM COMPARISON

	HE	Industry Average	Sector Average	S&P 500
Recent 12-M Return	-7.90%	0.19%	0.16%	0.08%
Momentum Rank	30	60	57	52

##### QUALITY COMPARISON

	HE	Industry Average	Sector Average	S&P 500
Sharpe Ratio	0.50	0.09	0.11	-0.17%
Sharpe Ratio Rank	73	48	49	30
5-Yr Average Return	8.79%	0.00%	-0.01%	-0.03%
5-Yr Return Rank	57	46	46	37
Volatility	17.65%	0.40%	0.51%	0.15%
Volatility Rank	95	71	63	88

#### EPS & GROWTH COMPARISON

	HE	Industry Average	Sector Average	S&P 500
Expected EPS Growth	17.33%	0.24%	0.30%	0.06%
EPS Growth Rank	47	39	43	22
Average EPS Surprise	-18.91%	0.92%	0.81%	0.99%
EPS Surprise Rank	6	55	54	69

#### OTHER VALUATION COMPARISONS

	HE	Industry Average	Sector Average	S&P 500
P/E Ratio	17.62	17.86	20.24	16.50
P/E Ratio Rank	72	71	63	76
Market/Book Ratio	1.73	2.99	3.25	N/A
Market/Book Rank	56	57	53	N/A
Price/Sales Ratio	1.04	2.37	2.34	N/A
Price/Sales Rank	65	64	61	N/A

#### THE MODELS AND THE VALUENGINE SYSTEM

ValuEngine.com employs four computer models to provide its services and functions. They are:

- The VE Stock Valuation Model.
- The VE Stock Forecast Model.
- The VE Portfolio Advisor model.
- The VE Portfolio Forecast Model.

The Stock Valuation Model is VE's "flagship" model. It uses three primary variables to arrive at a computer modeled or fair value price for any stock at any given point in time. These variables are the company's trailing 12 month earnings per share (EPS), the analyst consensus of its future 12 months EPS and the current yield of the 30 year Treasury bond which creates the interest rate "climate" in which the market as a whole operates.

Underlying these three time sensitive variables are seven additional criteria. Five are specific to the stock being evaluated and are unique to the VE stock valuation model in that they quantify the subjective component of value for that stock. They include the price history of the stock and its relationship to the market in terms of volatility, momentum and liquidity as well as its market capitalization. Two others are related to the interest rate climate, tracking the duration of the interest rate cycle and its volatility. These seven criteria provide a structured parametrical platform for the three primary variables. The correlation of these variables defines their complex interrelationship and is the core of the computer model that delivers the fair value price of a stock.

The deviation of the stock's current market price from the current fair value is calculated as a percentage to provide a measure of the extent to which the market is "mispricing" the stock. Because the three primary variables are time sensitive, and a change in any or all of them produces a change in the fair value, the VE model is the only system that provides valuation of a stock in real time.

## ValuEngine

### QUANTITATIVE SUMMARY REPORT

#### COMPARISON OF SIMILAR STOCKS TO HE

##### VALUATION COMPARISON

Comparable Tickers	HE	RIVEQY	PBB	WY
Last Trade	\$26.00	\$63.70	\$21.01	\$28.60
Model Price	\$23.64	\$59.25	\$22.95	\$25.68
Valuation	9.98% overvalued	7.51% overvalued	8.45% undervalued	11.36% overvalued
Valuation Rank	31	35	67	29

##### MOMENTUM COMPARISON

Comparable Tickers	HE	RIVEQY	PBB	WY
Recent 12-M Return	-7.90%	N/A	-0.08%	0.01%
Momentum Rank	30	N/A	30	43

##### EPS & GROWTH COMPARISON

Comparable Tickers	HE	RIVEQY	PBB	WY
Expt EPS Growth	17.33%	0.08%	0.05%	-0.13%
EPS Growth Rank	47	26	21	9
EPS Surprise	-18.91%	N/A	0.88%	-0.18%
EPS Surprise Rank	5	N/A	31	5

##### QUALITY COMPARISON

Comparable Tickers	HE	RIVEQY	PBB	WY
Sharpe Ratio	0.50	0.72	-0.15	0.15
Sharpe Ratio Rank	73	84	31	51
5 Yr Avg Annual Return	8.79%	0.20%	-0.03%	0.03%
5 Yr Avg Annual Rtn Rank	57	78	38	48
Volatility	17.65%	0.28%	0.21%	0.18%
Volatility Rank	95	77	90	85

##### SIZE COMPARISON

Comparable Tickers	HE	RIVEQY	PBB	WY
Market Cap [billions]	2.10	2.10	2.11	2.13
Size Rank	87	87	87	87

##### OTHER COMPARISONS

Comparable Tickers	HE	RIVEQY	PBB	WY
P/E Ratio	17.62	12.64	14.05	13.57
P/E Ratio Rank	72	88	84	85
Market/Book Ratio	1.73	0.16	1.27	1.88
Market/Book Rank	58	98	70	52
Price/Sales Ratio	1.04	0.04	0.82	0.86
Price/Sales Rank	65	95	70	69

To establish its validity, the stock valuation model was backtested against the S & P 500 index over a fifteen year period. A rigorous out-of-sample discipline was employed that permitted only data available at the point in the timeline that each valuation was made. This eliminated any forward looking bias or survivorship bias that could result from data leakage.

The model tracked the index accurately, showing the market to be over or undervalued when indeed it was. For example, when the test period was charted, the price bubble that preceded the 1987 crash is clearly visible as is the overvaluation of 1998 that provoked Alan Greenspan's remark about "irrational exuberance".

The Stock Forecast Model was developed from the accumulated test data and uses a total of eight predictive variables (including the mispricing measure). These are incorporated into our own econometric formula that enables the model to capture a stock's susceptibility to short term price reversals, its probability of intermediate term price momentum continuation, and the probability of long term price reversals. The model is at the heart of a computer screening program that ferrets out stocks with the characteristics needed for favorable investment results. Strongly undervalued stocks with high momentum proved to provide the greatest return and the program will sort through the more than 7000 stocks in our database to find them.

Because most of the variables in the model are firm-specific, the model automatically adapts across sectors and industries. In fact, regression analysis comparing the VE models against existing valuation methods showed the mispricing measure to be the only predictive variable of significant value in all sectors.

The forecasting model was backtested with the same methodology used in validating the valuation model and while not a perfect crystal ball, it was found to be reasonably accurate.

## ValuEngine

### QUANTITATIVE SUMMARY REPORT

#### COMPARISON OF SIMILAR STOCKS TO HE

##### RETURN FORECAST: EXPECTED RETURN

Comparable Tickers	HE	RWEOY	PSD	QXP
One Month	-0.00%	-0.00%	0.00%	-0.00%
Two Months	-0.01%	-0.00%	-0.01%	-0.00%
Three Months	-0.03%	-0.01%	-0.03%	-0.00%
One Year	-0.06%	-0.04%	-0.05%	-0.03%
Two Years	-0.09%	-0.12%	-0.08%	-0.07%
Three Years	-0.16%	-0.18%	-0.11%	-0.15%

##### RISK ASSESSMENT: CHANCE OF A DOUBLE

Comparable Tickers	HE	RWEOY	PSD	QXP
One Month	0.00%	0.00%	0.00%	0.00%
Two Months	0.00%	0.00%	0.00%	0.00%
Three Months	0.00%	0.00%	0.00%	0.00%
One Year	0.00%	0.00%	0.00%	0.00%
Two Years	0.00%	0.00%	0.00%	0.00%
Three Years	0.00%	0.00%	0.00%	0.00%

##### RISK ASSESSMENT: CHANCE OF GAIN

Comparable Tickers	HE	RWEOY	PSD	QXP
One Month	0.49%	0.48%	0.53%	0.48%
Two Months	0.35%	0.47%	0.33%	0.47%
Three Months	0.24%	0.46%	0.23%	0.45%
One Year	0.12%	0.31%	0.20%	0.31%
Two Years	0.10%	0.15%	0.18%	0.16%
Three Years	0.03%	0.11%	0.14%	0.06%

##### RISK ASSESSMENT: CHANCE OF LOSS

Comparable Tickers	HE	RWEOY	PSD	QXP
One Month	0.51%	0.52%	0.47%	0.52%
Two Months	0.65%	0.53%	0.67%	0.53%
Three Months	0.76%	0.54%	0.77%	0.55%
One Year	0.88%	0.69%	0.80%	0.69%
Two Years	0.90%	0.85%	0.82%	0.84%
Three Years	0.97%	0.89%	0.86%	0.95%

We can say that its use, together with the stock valuation model, will definitely enhance the investor's odds of success in the stock market.

ValuEngine's founder, Dr. Zhiwu Chen, explains that the reason the VE models work better than any other valuation and forecasting mechanism now available is a combination of their structural integrity and their ability to respond continuously to new information. "The multistage dividend, discounted cash flow or residual income models do not offer a rich enough parameterization of both a firm's fundamentals and those of the economy."

The Portfolio Advisor Model helps the investor select stocks that will reflect his/her choice of three basic investment strategies: Aggressive, with attendant greater risk (growth orientation), conservative with minimal risk (capital preservation) and balanced with some growth and moderate risk. Using its own econometric model together with the Stock Forecast Model, Portfolio Advisor will then make allocations of the chosen amount of capital across the selected stocks to maximize the probability of achievement of the selected investment goal within a chosen timeframe. The investor can select varying time horizons and risk levels and compare varying capital allocations and projected returns.

The Portfolio Forecast Model is essentially an extension of the Stock Forecast Model, and can be used to estimate the total forward return of a given portfolio. The model will first analyze each of the stocks listed in the portfolio. Then, not unlike a chess-playing computer that considers thousands of moves before selecting the best one, it plugs all the variables into its own econometric model and estimates the portfolio's return over various time horizons and risk tolerance levels as selected by the investor. The forecast model also functions automatically in the portfolio advisor model to project returns following the capital allocation function.

## ValuEngine

### QUANTITATIVE SUMMARY REPORT

#### EARNINGS REPORTS AND ANALYST RECOMMENDATIONS

##### EARNINGS HISTORY

	2004-06	2004-09	2004-12	2005-03	2005-06
Estimate Earnings	0.38	0.41	N/A	0.37	0.41
Actual Earnings	0.44	0.51	0.31	0.30	0.35
Earnings Difference	0.06	0.10	N/A	-0.07	-0.06
Earnings Surprise	17.02%	23.19%	N/A	-19.57%	-14.63%

##### EARNINGS GROWTH

	Last 3 Years	This Year (2005-12)	Next Year (2006-12)	Year Ago	Previous Year (2004-12)	Year Ago
HE	7.43%	-8.92%	15.87%	3.10%	17.24	5.56
ELECTRICAL UTILITIES	10.09%	40.88%	21.74%	9.49%	20.99	3.97

##### EARNINGS ESTIMATES AND ANALYST RECOMMENDATIONS

Earnings Estimate	Estimate	Estimate	Estimate
This Quarter (2005-09)	0.47	This Week	N/A
This Year (2005-12)	1.51	Last Week	N/A
Next Year (2006-12)	1.75	Change	N/A

##### EARNINGS PER SHARE ESTIMATES

	2004-12	2005-12	2006-12	2007-12
Average Estimate	0.47	0.45	1.51	1.75
Number of Analysts	6	3	6	6
Low Estimate	0.41	0.35	1.40	1.65
High Estimate	0.55	0.53	1.60	1.90
Year Ago EPS	0.51	0.31	1.66	1.51
EPS Growth	-7.84%	44.19%	-8.92%	15.87%

##### CONSENSUS EPS TREND

	This Week (2005-09)	Next Week (2005-12)	Next Week (2006-12)	Next Week (2007-12)
Current	0.47	0.45	1.51	1.75
7 Days Ago	N/A	N/A	N/A	N/A
30 Days Ago	0.47	0.45	1.51	1.75
90 Days Ago	0.43	0.45	1.49	1.74

HE - EPS Estimate Revision Trend

